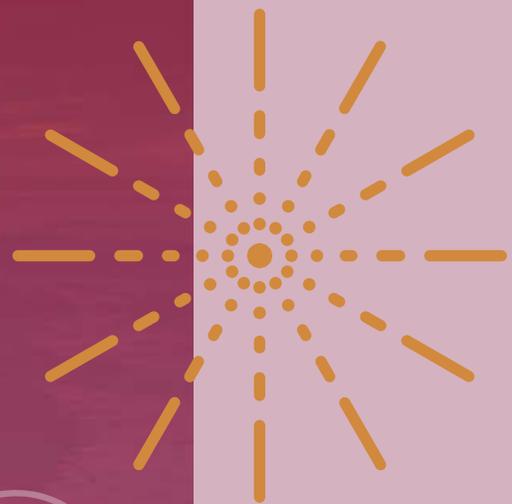
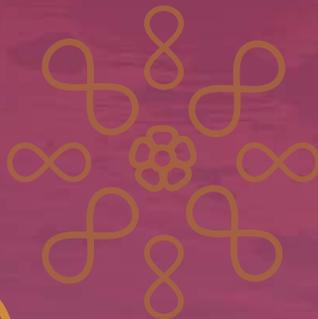
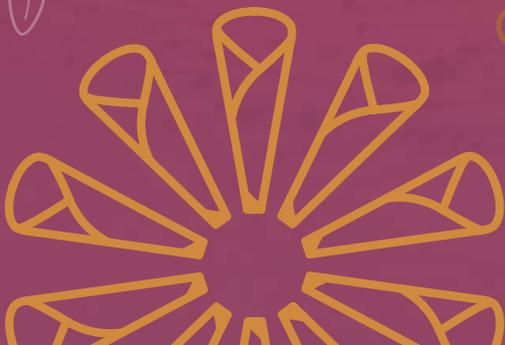




**2021 Missing and Murdered  
Indigenous Women, Girls,  
and 2SLGBTQQIA+ People  
National Action Plan:**

*Ending Violence Against  
Indigenous Women, Girls, and  
2SLGBTQQIA+ People*

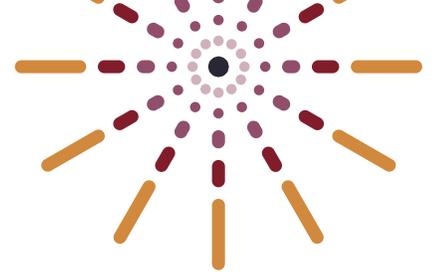
**June 3, 2021**





# **National Action Plan**

# Note to Reader



The National Action Plan honours, and is inclusive of, all Indigenous women, girls, and Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Asexual Plus (2SLGBTQQIA+) people. We are unique and distinct in our identities, ancestries, histories, and traditions and we acknowledge the importance of recognizing these differences.

The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) relied on shared understandings of specific terms and definitions related to missing and murdered Indigenous women, girls and 2SLGBTQQIA+ people. These terms and their definitions are also used in the National Action Plan, both for consistency and to respect the collective efforts by all parties involved in the National Inquiry.<sup>1</sup>

## Indigenous

The Final Report stated that *“In the context of the National Inquiry, the term ‘Indigenous’ can be understood as a collective noun for First Nations, Inuit, and Métis people in Canada...Throughout the report, we use the term ‘Indigenous’ to identify experiences that may be held in common by First Nations, Métis and Inuit...”* (MMIWG Final Report, p. 59).

## First Nations

First Nations are part of unique larger linguistic and cultural groups that vary across the country. First Nations have a unique and special relationship with the Crown and the people of Canada as set out in the Royal Proclamation of 1763 and Manifested in Treaties, the Constitution Acts of 1867 and 1982, Canadian common law and International law in accordance with the *United Nations Declaration of the Rights of Indigenous People*.

## Inuit

Inuit live in every province and territory in Canada and are an international Indigenous circumpolar people. Most Inuit in Canada live in Inuit Nunangat – the land, water, and ice that make up the Inuit homeland. This homeland is made up of four regions: Inuvialuit, in the western Arctic; the territory of Nunavut; Nunavik, in northern Quebec; and Nunatsiavut, in northern Labrador.

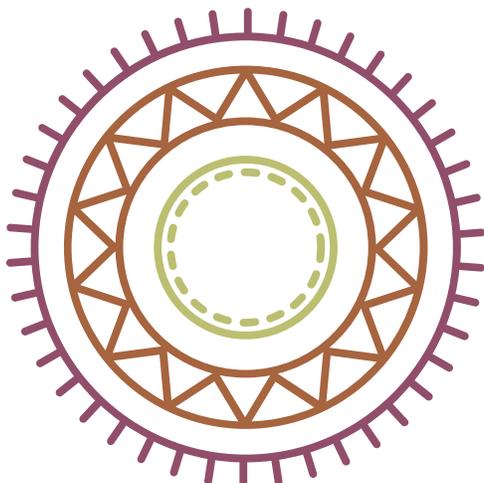
## Métis Nation

The Métis Nation emerged as a distinct Indigenous people in the historic Northwest during the late 18th century. The historic Métis Nation Motherland encompasses the Prairie Provinces of Manitoba, Saskatchewan and Alberta and extends into contiguous parts of Ontario, British Columbia, the Northwest Territories and the northern United States. In 1870 the Métis Provisional Government of Louis Riel negotiated the entry of the Red River Settlement into Confederation as the Province of Manitoba.<sup>2</sup>

The Métis Nation defines “Métis” as a person who self-identifies as Métis, is distinct from other Aboriginal peoples, is of historic Métis Nation Ancestry and who is accepted by the Métis Nation.”<sup>3</sup> People of the Métis Nation are represented by democratically elected governing members in each of the five provinces.

## Distinctions-Based

The Final Report notes the *“very challenging task of engaging in a legal inquiry process, while incorporating distinctive First Nations, Inuit, and Métis cultures, languages, spirituality, and creating opportunities for healing.”* (MMIWG Final Report, p. 3). It also acknowledges the *“challenges facing specific groups, institutions, geographical, or other circumstances, within a distinctions-based approach.”* (MMIWG Final Report, p. 83). In addition, the Final Report recognizes that there are *“distinctive bases of discrimination, depending on which Indigenous Nation or group’s experience is in play. In other words, Inuit, Métis, and First Nations women do not always face the same kind of discrimination or threat, even though all are Indigenous.”* (MMIWG Final Report, p. 104).



## Urban Realities

Identity is complex and Urban Indigenous communities honour, respect and celebrate this complexity. One may identify as First Nations, Inuit or Métis, but some may feel that they do not fit into these categories and may more readily identify with the term Indigenous, which is inclusive of complex identities. However, we also recognize that some are not comfortable being identified as Indigenous. Therefore, we use and understand the terms Indigenous and First Nations, Inuit and Métis to always mean “regardless of residency,” “regardless of relationship to the Crown,” and inclusive of the full complexity of our identities.

The Urban Sub Working Group defines urban as: First Nation, Inuit and Métis people living in small, medium and large communities, including rural, isolated and remote communities, which are: off-reserve; outside of their home community, community of origin or settlement; or outside of Inuit Nunangat (Inuit Homelands).

## Off Reserve Status and Non-status Indigenous Peoples

Off reserve status and non-status Indigenous peoples are amongst the most socially and economically disadvantaged groups in Canadian society, an unfortunate reality deeply rooted in colonialism and its impacts. As the Final Report noted during the National Inquiry, it was a struggle to provide culturally safe wellness services to *“all those affected by the issue of missing and murdered Indigenous women, girls, and 2SLGBTQIA people, whether they be Status First Nations, non-Status First Nations, Inuit or Métis”* (MMIWG Final Report, p. 70).

The Congress of Aboriginal Peoples (CAP) represents off-reserve status and non-status Indians, Métis and Southern Inuit Indigenous Peoples. As identified in the Final Report, the development and implementation of a National Action Plan to address violence against Indigenous women, girls, and 2SLGBTQQIA+ people is a partnership that calls for programs and services that “*must be no-barrier and must apply regardless of Status or location*” (MMIWG Final Report, p. 176)

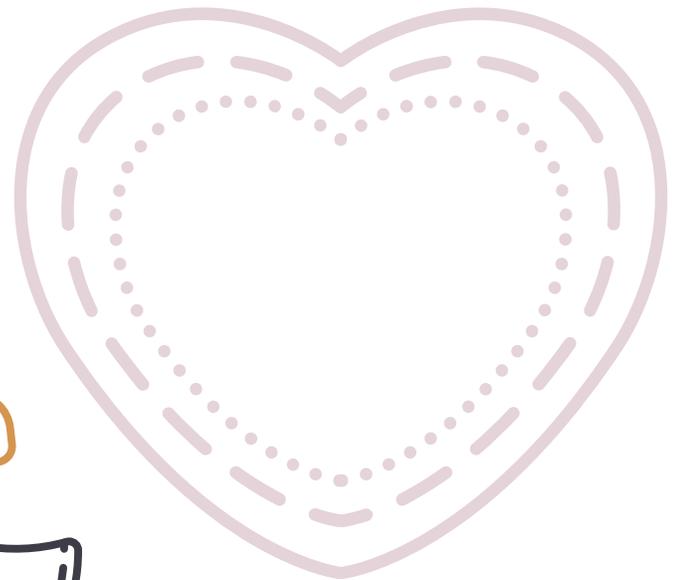
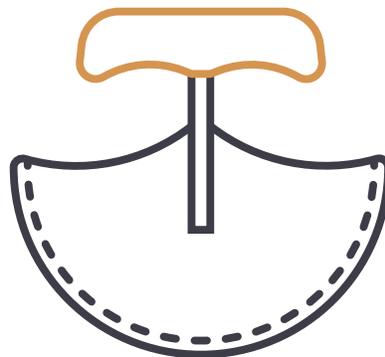
## Indigenous Women, Girls, and 2SLGBTQQIA+ People

The Final Report notes that “*We have chosen to use the phrase ‘Indigenous women, girls, and 2SLGBTQQIA people,’ both to include non-binary people and people with diverse sexualities, and as an explicit reminder that gender-diverse people’s needs must equally be taken into account.*” (MMIWG Final Report, p. 59).

## 2SLGBTQQIA+ People

The “+” at the end of “2SLGBTQQIA+” is a way of being inclusive, honouring and celebrating how our languages are expanding and offering choices for our sexual and gender diverse relatives to identify.

By relying on and employing the above-noted terms and their definitions, the National Action Plan honours, and is inclusive of, all Indigenous Peoples affected by this ongoing tragedy, including but not limited to First Nations, Inuit, and Métis women, girls, and 2SLGBTQQIA+ people.



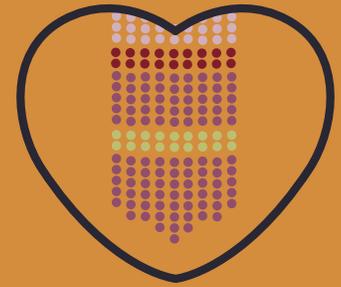
# Contents

Dedication .....	7	Provinces and Territories .....	56
Message from the National Family and Survivors Circle .....	9	Newfoundland and Labrador .....	58
Message from the Core Working Group .....	11	Prince Edward Island .....	61
Introduction .....	12	Nova Scotia .....	64
National Inquiry into Missing and Murdered Indigenous Women and Girls .....	13	New Brunswick .....	67
Developing a Core Working Group .....	17	Quebec .....	70
National Action Plan .....	21	Ontario .....	73
Overarching Vision and Guiding Principles .....	22	Manitoba .....	76
Vision .....	22	Saskatchewan .....	78
Guiding Principles .....	22	Alberta .....	81
Goals .....	25	British Columbia .....	84
National Action Plan Common Short-Term Priorities .....	26	Yukon .....	87
National Family and Survivors Circle .....	31	Northwest Territories .....	90
First Nations .....	35	Nunavut .....	93
Inuit .....	38	The Way Forward .....	96
Métis Nation .....	40	Immediate Next Steps .....	97
2SLGBTQQIA+ .....	44	Monitoring Progress .....	99
Urban .....	47	Next Steps .....	105
Congress of Aboriginal Peoples .....	50	Conclusion .....	106
Federal Government .....	53	Appendix A: Acronyms .....	107
		Appendix B: Key Terms .....	108
		Endnotes .....	110



# Dedication

We honour our grandmothers, mothers, daughters, sisters, aunts, cousins, friends, and Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Asexual Plus (2SLGBTQQIA+) people who have gone missing or have been murdered, as well as the survivors of gender- and race-based violence and the families whose lives have been altered forever. Our work is guided by your voices – we will always remember.



We pay tribute to the strength and resilience of families of missing and murdered Indigenous women, girls and 2SLGBTQQIA+ people, and survivors of gender- and race-based violence, who shared their difficult truths about this long-standing crisis through the National Inquiry into Missing and Murdered Indigenous Women and Girls, the *Métis Perspectives of Missing and Murdered Indigenous Women, Girls and LGBTQ2S+ People* report, and other processes. We also acknowledge, respect and honour family members and survivors who were not ready or who chose not to participate in the inquiries.

We acknowledge the work of those involved in the National Inquiry, including the Commissioners, staff, Elders, Grandmothers, Committee members, project coordinator, research team, and the National Family Advisory Circle. We also acknowledge those who led the *Métis Perspectives* report.

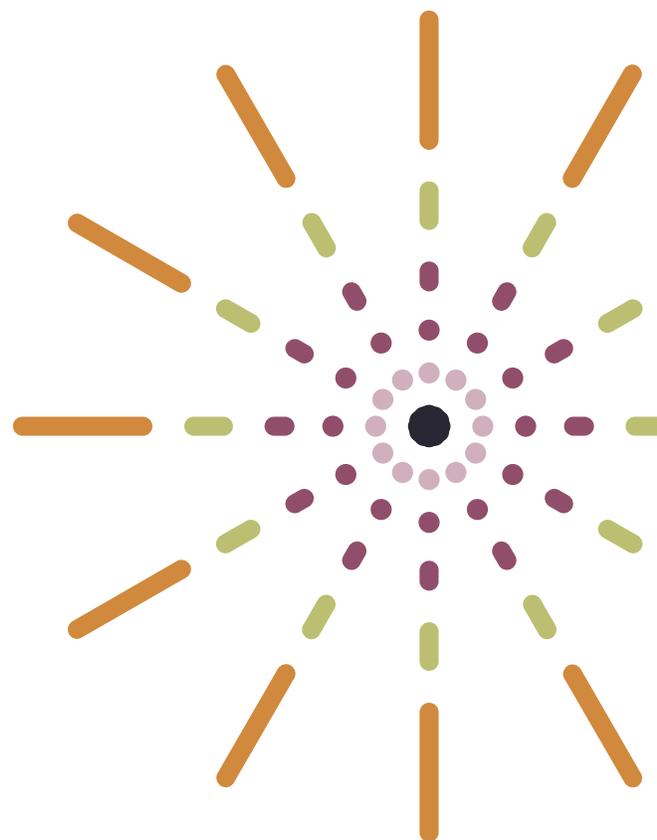
We commend the National Family and Survivors Circle, which continues to advise based on the four pillars of inclusion, interconnectedness, accountability, and impact, so that outcomes are felt on the ground. The National Family and Survivors Circle continues to lead and advocate for the inclusion of family and survivors in actions focused on ending all forms of violence against Indigenous women, girls, and 2SLGBTQQIA+ people. The lived expertise and agency of families, survivors, and 2SLGBTQQIA+ people are critical in the decolonizing approach for transformative change.

We thank the numerous front-line workers, grassroots organizations, and advocacy groups for their tireless support to survivors and family members.



We offer gratitude for the countless marches, rallies and awareness raising campaigns which have occurred over the decades, including when they were unpopular and unsafe to do. We are also grateful for the grassroots organizations, Native Councils, Indigenous women's centres, shelters, Friendship Centres, and communities who continue to support Indigenous women, girls, and 2SLGBTQQIA+ people, families, and survivors with dignity, compassion, transparency, and accountability. We also recognize others in Canada who have, and continue to, advocate for change.

We acknowledge the involvement of all Indigenous people, including First Nations, Inuit, and Métis governments, Indigenous representative organizations, urban and rural Indigenous communities, Indigenous women's centres, shelters, and Friendship Centres, as well as municipal and provincial/territorial governments, and the Government of Canada. We appreciate those who supported the work of the inquiries.





# Message from the National Family and Survivors Circle

The National Family and Survivors Circle (NFSC) forever holds in our hearts and minds Indigenous women, girls, and 2SLGBTQQIA+ people who are missing, have been murdered, or are survivors of gender- and race-based violence. We recognize and honour families and survivors and all those who participated in the National Inquiry into Missing and Murdered Indigenous Women and Girls that got us here today in developing a National Action Plan. We also recognize some families and survivors have not yet had the opportunity to share their truth as the genocide continues. They must be provided with opportunities to be involved for healing, honouring, and commemorating their loved ones who are missing or were murdered.



## NATIONAL FAMILY AND SURVIVORS CIRCLE

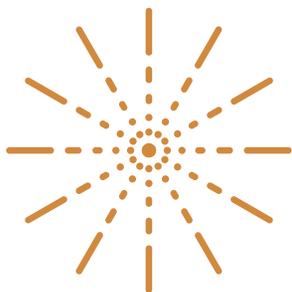
*Nothing About Us, Without Us*

As family members and survivors, the National Family and Survivors Circle is dedicated to doing our part in creating a Canada where Indigenous women, girls, and 2SLGBTQQIA+ people are valued and respected, free to fully enjoy our Indigenous rights, including Inherent, Treaty, and Human Rights, and continue to reclaim our Power and Place with dignity and substantive equality. We agreed to participate in the National Action Plan process with the assurance that our lived experience, expertise, and autonomy as family members and survivors would guide the identification of strength-based best practices and actions that would be included in the National Action Plan.

“The Path Forward – Reclaiming Power and Place” is the National Family and Survivors Circle’s contribution to the *2021 Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ People National Action Plan: Ending Violence Against Indigenous Women, Girls, and 2SLGBTQQIA+ People*. A summary of key components is provided in this National Action Plan document. It is available in full at our website at <https://familysurvivorscircle.ca>. “The Path Forward – Reclaiming Power and Place” highlights our advocacy and guidance to the National Action Plan development partners.

The National Family and Survivor's Circle has demonstrated how pathways can be formed for full inclusion of families and survivors in the work. A decolonizing approach that puts the lived experience, expertise, and autonomy at the centre for transformative outcomes. The impacts from the actions must be felt on the ground by Indigenous women, girls, 2SLGBTQQIA+ people, families, and survivors of gender- and race-based violence. The process and outcomes must have accountability mechanisms in place to measure transformative change.

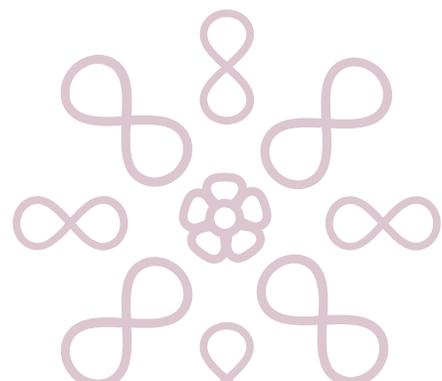
The 231 Calls for Justice, which includes specific Inuit, Métis, and 2SLGBTQQIA+ people Calls for Justice, identified in the National Inquiry into Missing and Murdered Indigenous Women and Girls Final Report and the 21 Calls for Justice identified in the Supplementary Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls Kepek-Quebec are legal imperatives.



We all have a shared responsibility and accountability for ending all forms of violence. Every day that we wait for action Indigenous women, girls, and 2SLGBTQQIA+ people continue to be murdered, go missing, or experience violence at an alarming rate, perpetuating a cycle where another generation must recover from violence. Political and social will is imperative for the success of the National Action Plan in response to the Calls for Justice. We are all part of the solution.

The National Family and Survivors Circle is committed to continually advocating that all governments, agencies, and organizations who have a responsibility in ending the genocide against Indigenous women, girls, and 2SLGBTQQIA+ people centre families and survivors in their work. The full and independent involvement of families, survivors, and 2SLGBTQQIA+ people is a defining aspect of a decolonizing approach in creating transformative change.

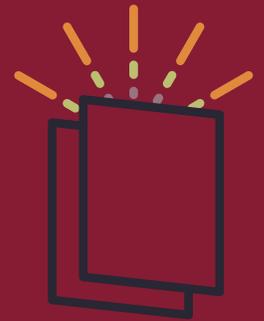
Let us come together in true partnership where the lived experience, expertise, and autonomy of families, survivors, and 2SLGBTQQIA+ people are recognized and integrated into a decolonizing approach that confronts and challenges colonialism and restores and builds upon Indigenous knowledge systems and laws. Past, present, and future generations are counting on us.





# Message from the Core Working Group

We, the members of the Core Working Group, are honoured to present this 2021 National Action Plan in response to the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls entitled “*Reclaiming Power and Place*” (the “National Inquiry”), which was released on June 3, 2019. The National Action Plan also responds to the report entitled “*Métis Perspectives of Missing and Murdered Indigenous Women, Girls and LGBTQ2S+ People*”, released on June 30, 2019, by Les Femmes Michif Otipemisiwak (LFMO).



As advocates for ending violence against Indigenous women, girls, and 2SLGBTQQIA+ people, representatives of our organizations, and as members of the Core Working Group, many of whom are survivors and family members, we recognize the urgent need for action. Violence against Indigenous women, girls, and 2SLGBTQQIA+ people happens within a broad social context shaped by systemic racism and colonialism. Therefore, change is required across all governments and institutions, and by all Canadians.

The Core Working Group is collaborating with the National Family and Survivors Circle and Contributing Partners to co-develop a National Action Plan that will drive transformative change to end systemic racism and violence against Indigenous women, girls, and 2SLGBTQQIA+ people. Survivors and family members are central in the development and implementation of the Plan.

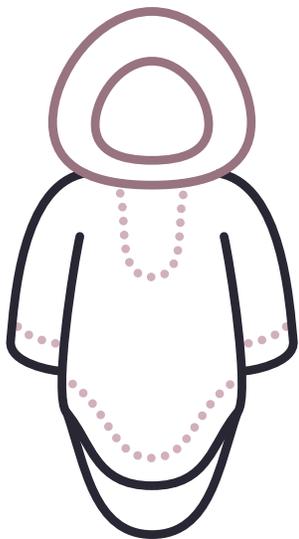
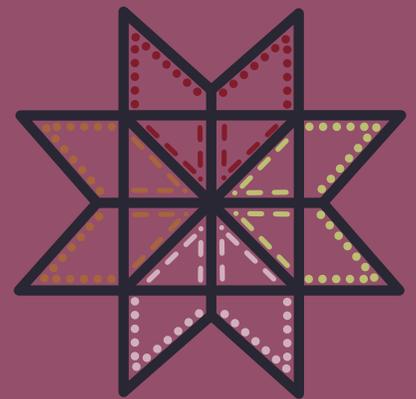
The National Action Plan is meant to be an overarching framework which connects the work of the National Family and Survivors Circle and the Contributing Partners but recognizes each of their different paths and priorities. Therefore, the National Family and Survivors Circle, Contributing Partners, and provinces and territories are developing their own strategies or action plans.

Our work is not done – the 2021 National Action Plan is a first step towards ending all forms of gender- and race-based violence. It is a living and evergreen document which lays the way forward and is adaptable so that changing needs can be incorporated. The next step involves preparation of an implementation plan with in-depth descriptions of short-, medium- and long-term priorities, and the identification of those responsible for implementation of each action, as well as milestones and required resources.



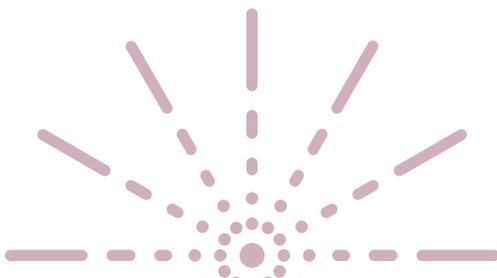
# Introduction

Indigenous women and Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Asexual Plus (2SLGBTQQIA+) people hold a sacred place and equally crucial roles, are valued, and are integral to Indigenous communities.<sup>4</sup> They come from a place of strength in culture, values, and tradition as leaders, knowledge keepers, providers, custodians of culture, healers and/or caregivers. They are the voice pressing for a transformative process leading to change, advocating for prevention and the end to gender- and race-based violence against Indigenous women, girls, and 2SLGBTQQIA+ people. They have been demanding to be heard, to be respected, to be treated equitably, to be secure, and to be safe.



The 2021 National Action Plan responds to the many demands to end violence against Indigenous women, girls, and 2SLGBTQQIA+ people. It is meant to honour and respect Indigenous and 2SLGBTQQIA+ peoples' values, philosophies, knowledge systems, and agencies through the prioritization of Indigenous-led solutions and services, developed in partnership and sustained through the adequate resourcing of this work. The National Action Plan is not meant to be frozen in time; it is evergreen, recognizing the urgency for immediate action, but also the importance of continuing to cultivate transformative change over time.

This section briefly outlines the work of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) ("National Inquiry"), and also discusses the *Métis Perspectives of Missing and Murdered Indigenous Women, Girls and LGBTQ2S+ People* report prepared by Les Femmes Michif Otipemisiwak (LFMO).



Call for Justice 1.1 of the National Inquiry<sup>5</sup> says:

*1.1 We call upon federal, provincial, territorial, municipal, and Indigenous governments (hereinafter “all governments”), in partnership with Indigenous Peoples, to develop and implement a National Action Plan to address violence against Indigenous women, girls, and 2SLGBTQQIA people, as recommended in our Interim Report and in support of existing recommendations by other bodies of inquiry and other reports. As part of the National Action Plan, we call upon all governments to ensure that equitable access to basic rights such as employment, housing, education, safety, and health care is recognized as a fundamental means of protecting Indigenous and human rights, resourced and supported as rights-based programs founded on substantive equality. All programs must be no-barrier, and must apply regardless of Status or location.*

Governments should:

*Table and implement a National Action Plan that is flexible and distinctions-based, and that includes regionally specific plans with devoted funding and timetables for implementation that are rooted in the local cultures and communities of diverse Indigenous identities, with measurable goals and necessary resources dedicated to capacity building, sustainability, and long-term solutions.*

*Make publicly available on an annual basis reports of ongoing actions and developments in measurable goals related to the National Action Plan.*

LFMO Call for Miskotahâ (the Michif word for change) 46<sup>6</sup> says:

*Action is required to develop an Implementation Committee to review the Calls for Justice in this report; the Calls to Action in the Truth and Reconciliation Committee and the Métis Missing and Murdered Indigenous Women and Girls Final Report, Reclaiming Power and Place.*

This section also describes the development of a Core Working Group and the approach used to develop the National Action Plan. Appendix A provides a list of acronyms and Appendix B defines key terms used throughout the Plan.

## **National Inquiry into Missing and Murdered Indigenous Women and Girls**

Indigenous women, girls, and 2SLGBTQQIA+ people experience higher rates of violence and are over-represented as victims of crime. Research has reported that violent victimization perpetrated against Indigenous women is almost triple that of non-Indigenous women.<sup>7</sup> Further, it has been found that Indigenous women and girls are 12 times more likely to be murdered or missing than non-Indigenous women,<sup>8</sup> a number that is even higher for Indigenous women in the North.<sup>9</sup> 2SLGBTQQIA+ people are often additionally targeted because of gender identity and/or sexual orientation, referred to as a “triple jeopardy” for various forms of interpersonal and institutional violence.<sup>10</sup> Similarly, Indigenous women, girls, and 2SLGBTQQIA+ people with disabilities face significantly greater risks of violent victimization than non-Indigenous people.<sup>11</sup> However, the exact number of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people in Canada is unknown as thousands of these deaths or disappearances have been unreported or misreported over the decades and indeed over centuries.<sup>12</sup>



After decades of advocacy from families, survivors, and grassroots organizations, including numerous calls for a national inquiry into the alarming number of disappearances and murders of Indigenous women, girls, and 2SLGBTQQIA+ people in Canada,<sup>13</sup> in 2016 the federal government and the 13 provincial and territorial governments launched the National Inquiry into Missing and Murdered Indigenous Women and Girls. The National Inquiry was mandated to report on:

*Systemic causes of all forms of violence – including sexual violence – against Indigenous women and girls in Canada, including underlying social, economic, cultural, institutional and historical causes contributing to the ongoing violence and particular vulnerabilities of Indigenous women and girls in Canada, and*

*Institutional policies and practices implemented in response to violence experienced by Indigenous women and girls in Canada, including the identification and examination of practices that have been effective in reducing violence and increasing safety.<sup>14</sup>*

The National Inquiry's mandate focused "all forms of violence" against Indigenous women and girls, historic and ongoing, and was broadened to include issues such as family violence; institutional racism in health care, child welfare, policing, and the justice system;

and other forms of violence that stem from the same structures of colonization such as those who died from negligence, accidents, or suicide, or those whose cause of death is unknown or disputed.<sup>15</sup> It also examined the underlying root causes of the violence. The National Inquiry also chose to explicitly include First Nations, Métis, and Inuit and 2SLGBTQQIA+ people.<sup>16</sup> It also expanded the notion of family to include "families of the heart", and witnesses who, although not biological family members, had familial relationships with those who are missing or murdered.

The National Inquiry began its work in September 2016, and for over two years gathered information and heard from families and survivors, Indigenous leaders, knowledge keepers, communities, experts, and institutions. On June 3, 2019, the Final Report of the National Inquiry, entitled "*Reclaiming Power and Place*", was released. The report focused on the underlying social economic, cultural, institutional, systemic, and historical causes, policies, and practices for the ongoing violence against Indigenous women, girls, and 2SLGBTQQIA+ people, as well as the contemporary manifestations and impacts of these practices. Based on the results of the Truth-Gathering Process, the National Inquiry concluded that violence experienced by Indigenous women, girls, and 2SLGBTQQIA+ people amounts to genocide.<sup>17</sup>

The violence the National Inquiry heard about amounts to a race-based genocide of Indigenous Peoples, including First Nations, Inuit and Métis, which especially targets women, girls, and 2SLGBTQQIA people. This genocide has been empowered by colonial structures, evidenced notably by the Indian Act, the Sixties Scoop, residential schools and breaches of human and Indigenous rights, leading directly to the current increased rates of violence, death, and suicide in Indigenous populations.

United Nations spokesperson Ravina Shamdasani called for the Canadian government to take action to assess the serious claims raised in the National Inquiry, saying “*The National Inquiry found reasons to believe that Canada’s past and present policies, omissions and actions amount to genocide, under international law*”.<sup>18</sup>

The National Inquiry’s Final report also stated that violence experienced by Indigenous women, girls, and 2SLGBTQQIA+ people are abuses and violations of Indigenous human rights that include inherent, Treaty, and Constitutional rights, and have resulted in the denial of safety, security, and human dignity.<sup>19</sup>

**Ultimately, and despite different circumstances and backgrounds, what connects all these deaths is colonial violence, racism and oppression**

**(National Inquiry into Missing and Murdered Indigenous Women and Girls)**

The National Inquiry identified 231 Calls for Justice under the following themes: culture, health and wellness, human security, and justice; as well as some Calls for Justice under the area of “human and Indigenous rights and governmental obligations”. The report also includes specific Calls for Justice directed at confronting violence against Métis, Inuit and 2SLGBTQQIA+ peoples. The Calls for Justice were directed at all levels of government, including federal, provincial/territorial, municipal, Indigenous; institutions; service providers, such as health care, child welfare, education, justice services, transportation;

industries, such as hospitality, resource extraction and development; the media; and all Canadians. The National Inquiry also released a supplementary report focusing on specific issues facing Indigenous women and girls in Québec, which contained an additional 21 Calls for Justice.<sup>20</sup> It also published a supplementary report explaining its basis for the claim of genocide.<sup>21</sup>

In 2019, LFMO also prepared a report specifically focusing on the issues facing Métis women, girls and gender diverse people and reflecting their unique histories and realities. The report identified 62 Calls for Miskotahâ (the Michif word for change) which focus on the lack of data specific to Métis women and girls, intergovernmental affairs, engagement, services, child welfare, jurisdiction, criminal justice, health, prevention, and awareness.<sup>22</sup>

At the closing ceremony of the National Inquiry into Missing and Murdered Indigenous Women and Girls on June 3, 2019, the Prime Minister committed to developing a National Action Plan to address violence against Indigenous women, girls, and 2SLGBTQQIA+ people and turning the National Inquiry’s Calls for Justice into real and meaningful Indigenous-led action:

*“We will develop and implement a National Action Plan to address violence against Indigenous women, girls, and LGBTQ and Two-Spirit people. We will work with Indigenous partners to determine next steps, and we will include the perspectives and full participation of Indigenous women and girls.*”

*We will also include the voices of LGBTQ and Two-Spirit people with lived experience, as well as the family members of victims, and survivors of violence. We will also continue to work with provinces, territories, and municipalities to encourage cooperation across all orders of government in responding to the report. Reducing the rates of violence against Indigenous women and girls, and Indigenous LGBTQ and Two-Spirit people, is a priority for the Government of Canada. Our government will turn the Inquiry's Calls for Justice into real, meaningful, Indigenous-led action”<sup>23</sup>*

Provincial/territorial and Indigenous governments, as well as Indigenous organizations and leaders responded to the findings from the National Inquiry's report, highlighting the importance of including Indigenous organizations, survivors, and family members in the response to the Calls for Justice. For example:

*“We are committed to developing a path forward to end violence against Indigenous women and girls that will be directly informed by survivors, family members and communities.” (British Columbia Premier John Horgan)<sup>24</sup>*

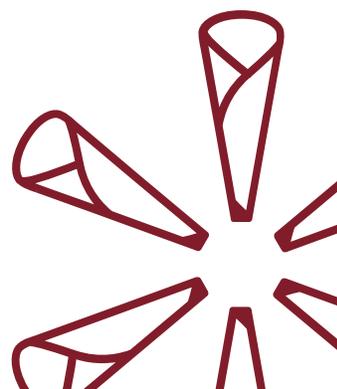
*“Be it resolved that Inuit Tapiriit Kanatami work with the Inuit regions, Pauktuutit and the National Inuit Youth Council to facilitate the full implementation of all Calls to Justice contained in the Final Report of the National Inquiry.” (Inuit Tapiriit Kanatami Resolution)<sup>25</sup>*

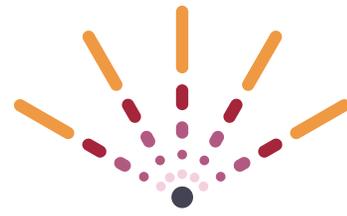
*“Safety for Inuit women is complex. If we are to deal with the root causes of violence, we must stop the cycle of discrimination and the cycles of physical and sexual abuse. To do that, we need the full commitment of governments and communities. If we don't work together to implement Inuit-led solutions, Inuit women and their children will continue to be in danger”. (Rebecca Kudloo, President, Pauktuutit Inuit Women of Canada)<sup>26</sup>*

*“We're relieved that the final report of the national inquiry has been tabled. Now, we can press forward with our work to advocate for systemic and the whole of government approaches to ending violence against all Métis women, girls, and 2SLGBTQQIA people.” (Melanie Omeniho, President of Les Femmes Michif Otipemisiwak)<sup>27</sup>*

*“[The Assembly of First Nations] call upon the Federal government to ensure that all engagement on a National Action Plan be carried out using the 'Families First' approach.” (Assembly of First Nations Resolution)<sup>28</sup>*

*“We are here to honour the lost women and girls. We're hopeful that full implementation of the Calls to Justice would lead to greater safety, security and empowerment of our constituency.” (National Chief Robert Bertrand, Congress of Aboriginal Peoples)<sup>29</sup>*





*“The process for developing and implementing the National Action Plan... must not only be dictated by governments alone. It must be distinctions-based, it must be First Nation women-led, and most of all, it has to reflect the voice of the survivors and family members of Missing and Murdered Indigenous Women and Girls.” (Ontario Regional Chief Rose Anne Archibald)<sup>30</sup>*

*“[Manitoba Keewatinowi Okimakanak] will work to implement recommendations but I also call on all other levels of government to do what they can.” (Grand Chief Garrison Settee, Manitoba Keewatinowi Okimakanak Inc.)<sup>31</sup>*

This begins with recognizing the truth. For non-Indigenous Canadians, this means rethinking commonly held stereotypes, and confronting racism in every context. For Indigenous Peoples, this means using the truth to rebuild our lives, our families, our communities and Canada itself. And for governments, this means nothing less than a new and decolonized social order; it is an opportunity to transform and to rebuild in real partnership with Indigenous Peoples.

***(National Inquiry into Missing and Murdered Indigenous Women and Girls)***

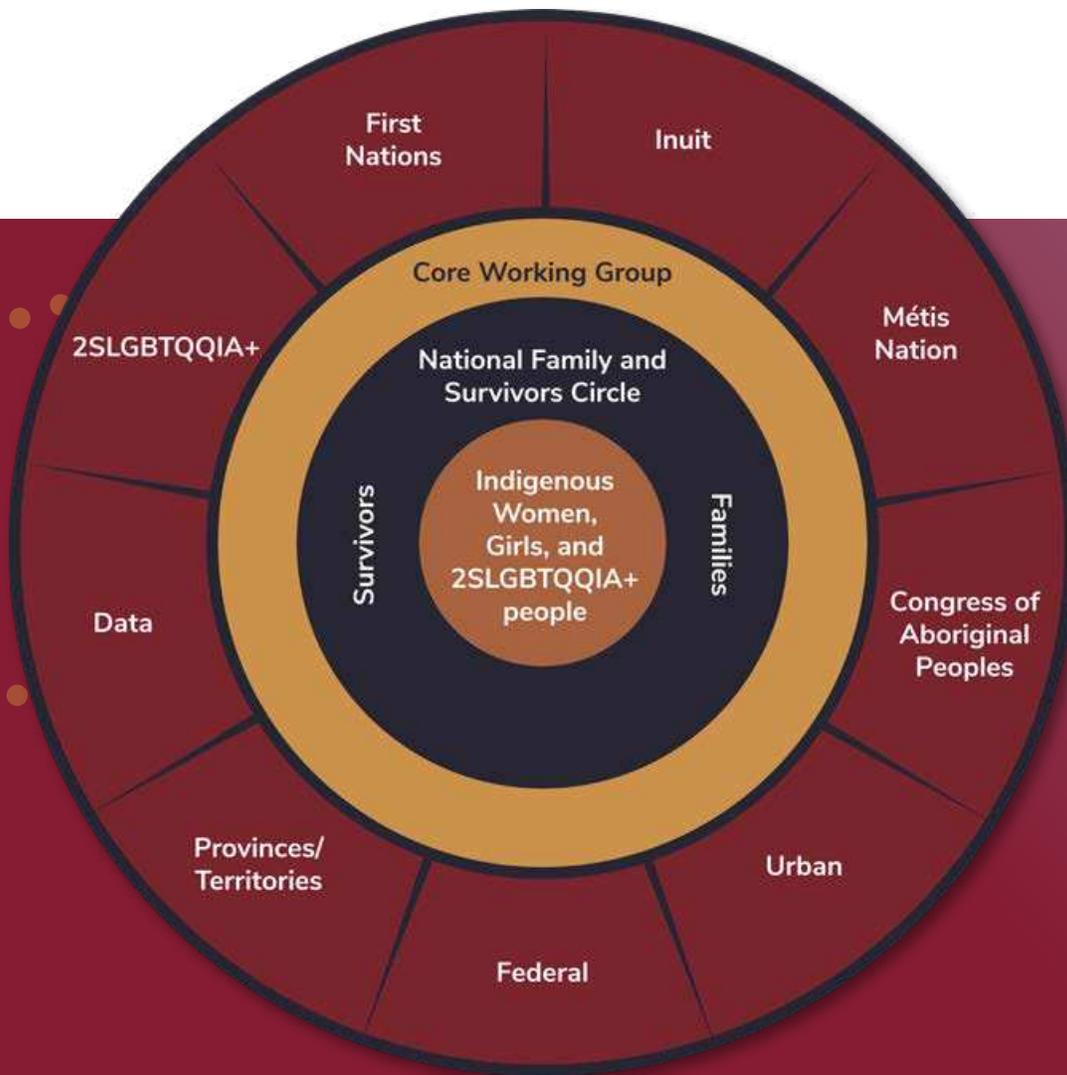
As will be described in the next section, the federal government created a Core Working Group to respond to the 231 Calls for Justice from the National Inquiry and the 62 Calls to Miskotahâ from the Métis Perspectives report released by LFMO.

## Developing a Core Working Group

The National Inquiry called for the federal, provincial, territorial, municipal, and Indigenous governments, in partnership with Indigenous people, to develop and implement a National Action Plan that responds to the 231 Calls for Justice. In addition, LFMO called for action to implement the 62 Calls to Miskotahâ which focus on Métis women, girls, and gender diverse people. To achieve this, governments (federal, provincial/territorial, municipal, Indigenous), Indigenous representative organizations, and Indigenous partners and communities from across the country are contributing to the National Action Plan to make the necessary changes to ensure that Indigenous women, girls, and 2SLGBTQQIA+ people are safe wherever they are,<sup>32</sup> now and in the future. It is recognized that gender- and race-based violence against Indigenous women, girls, and 2SLGBTQQIA+ people happens within a broad social context shaped by systemic racism and colonialism and that transformative change is required across governments and institutions, and by all Canadians.

In response to the National Inquiry’s Call for Justice 1.1, and LFMO’s Call for Miskotahâ 46, the federal government created a Core Working Group in 2020 to lead the development of the National Action Plan. The following illustrates the structure utilized to develop the National Action Plan.

Indigenous women, girls, and 2SLGBTQQIA+ people are at the centre of the National Action Plan, because they represent the focus and heart of the Plan. The inner circle represents survivors, families and the National Family and Survivors Circle who provide advice on development of the National Action Plan. The Core Working Group represents the third circle, responsible for leading the National Action Plan. Finally, the outer circle includes First Nations, Inuit, the Métis Nation, Congress of Aboriginal Peoples, Urban, 2SLGBTQQIA+ people, data, and federal Contributing Partners<sup>33</sup>, as well as provincial/territorial representatives, who have developed their own strategies or action plans. Other Indigenous partners and grassroots service organizations were, and continue to be, engaged.



**The Core Working Group is co-chaired by:**

\* **Federal Co-Chair:** Gina Wilson, Deputy Minister, Diversity and Inclusion and Youth and Senior Associate Deputy Minister, Canadian Heritage, Government of Canada

\* **Provincial/Territorial Co-Chair:** Valerie Royle, Deputy Minister, Women’s Directorate; Deputy Minister, Tourism and Culture; Deputy Minister, French Languages Services Directorate, Government of Yukon

## Members of the Core Working Group include:

- ★ **Co-Chair of National Family and Survivors Circle:** Hilda Anderson-Pyrz, Manager, Missing and Murdered Indigenous Women and Girls Liaison Unit, Manitoba Keewatinowi Okimakanak
- ★ **Co-Chair of National Family and Survivors Circle:** Denise Pictou-Maloney, Family Member
- ★ Rose Mary Cooper, Acting Executive Director, Pauktuutit Inuit Women of Canada
- ★ **Co-Chair of Inuit Sub-Working Group:** Tracy Sarazin, Manager, Health and Social Development, Inuit Tapiriit Kanatami
- ★ **Chair of Métis Nation Sub-Working Group:** Melanie Omeniho, President, Les Femmes Michif Otipemisiwak
- ★ **Chair of First Nations Sub-Working Group:** Chief Connie Big Eagle, Ocean Man First Nation, Assembly of First Nations' Women's Council
- ★ **Chair of Urban Sub-Working Group:** Diane Redsky, Executive Director, Ma Mawi Wi Chi Itata Centre
- ★ **Chair of 2SLGBTQQIA+ Sub-Working Group:** Sylvia Maracle, Executive Director, Ontario Federation of Indigenous Friendship Centres
- ★ **Co-Chair of Data Sub-Working Group:** Karine Duhamel, Former Director of Research for the National Inquiry into Missing and Murdered Indigenous Women and Girls
- ★ **Co-Chair of Data Sub-Working Group:** Carol Hopkins, Executive Director, Thunderbird Partnership Foundation
- ★ **Chair of Sub-Working Group of the Congress of Aboriginal Peoples:** President and Chief Lisa Cooper, Native Council of Prince Edward Island
- ★ **Co-Chair of Federal Sub-Working Group:** Claudette Dumont-Smith, Special Advisor, Crown-Indigenous Relations and Northern Affairs Canada
- ★ **Co-Chair of Federal Sub-Working Group:** Mary-Luisa Kapelus, Senior Assistant Deputy Minister, Crown-Indigenous Relations and Northern Affairs Canada
- ★ **Provincial/Territorial Representative:** Rachel Holmes, Executive Lead, Strategic Public Safety Initiatives, British Columbia Ministry of Public Safety and Solicitor General

The established mandate of the Core Working Group is to develop a National Action Plan, including the following activities:

- ★ Leading the development of the framework and the common components of the National Action Plan, in particular the vision, guiding principles, common priorities, desired outcomes, and the accountability/results structure for implementation.
- ★ Collaborating with the National Family and Survivors Circle to advocate for family members of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people and survivors of gender- and race-based violence to be meaningfully included in the development and implementation of the National Action Plan.

- ★ Engaging with the Data Sub-Working Group to ensure that a data strategy is developed to support the monitoring and evaluation of the National Action Plan as it is implemented.
- ★ Liaising with the First Nations, Inuit, Métis Nation, and Congress of Aboriginal Peoples Contributing Partners to ensure that the National Action Plan reflects the distinct Indigenous Peoples of Canada.
- ★ Liaising with the Urban Contributing Partner to ensure urban issues are included in the development and implementation of the National Action Plan.
- ★ Liaising with the 2SLGBTQQIA+ Contributing Partner to ensure 2SLGBTQQIA+ people's issues are included in the development and implementation of the National Action Plan.
- ★ Liaising with the Federal Contributing Partner to ensure that the federal contribution is included in the development of the National Action Plan.
- ★ Liaising with provincial/territorial representatives on the development and implementation of the National Action Plan.

- ★ Liaising with key Indigenous advocates, front-line service workers, and leaders, as well as federal-provincial-territorial stakeholders, on the development and implementation of the National Action Plan, as needed.
- ★ Providing strategic direction to the Contributing Partners.

The Core Working Group has accomplished a significant portion of its mandate. However, the National Plan is an evergreen document, and the development of the desired outcomes and the accountability/results structure for implementation will be completed as part of the implementation plan. In addition, Contributing Partners will continue the work on their action plans.

The Core Working Group draws upon the lived experience, expertise, and agency of families and survivors and connects the work of the Contributing Partners to develop an overarching National Action Plan to end inequalities that contribute to the disproportionately high levels of violence against Indigenous women, girls, and 2SLGBTQQIA+ people. It is important to share each other's strengths, respect diversity, and ground the work in Indigenous values and governance systems rooted in land, culture, spirituality, and relationships.



## National Action Plan

The Core Working Group acknowledges and receives the findings and the 231 Calls for Justice from the National Inquiry, and the 62 Calls for Miskotahâ from LFMO's report. The Core Working Group, National Family and Survivors Circle, Contributing Partners, and provincial/territorial representatives reviewed and made decisions to incorporate specific Calls for Justice and Calls for Miskotahâ into their respective strategies or plans. This was also an opportunity to identify and address any gaps or priorities that have emerged since the 231 Calls for Justice and 62 Calls for Miskotahâ were identified.

To ensure Indigenous families, survivors, women, girls, and 2SLGBTQQIA+ people's voices, perspectives, worldviews, and lived experiences are at the centre of the National Action Plan, over 100 Indigenous women, 2SLGBTQQIA+ people, and others contributed to the development of a National Action Plan.

Drawing upon the experience and expertise of family members and survivors, the National Action Plan is meant to be an overarching plan which identifies the necessary activities that must be taken by governments (federal, provincial/territorial, municipal, Indigenous), organizations, and communities across the country to address violence against Indigenous women, girls, and 2SLGBTQQIA+ people. Rooted in the unique needs, experiences, and cultural contexts of Indigenous people and 2SLGBTQQIA+ people, the National Action Plan is a series of interlinked, inter-related plans which represent the distinct and unique interests, priorities, and circumstances of Indigenous people. Within this past year, the National Family and Survivors Circle, the Contributing Partners, and provinces/territories have been developing their strategies/action plans which together make up the National Action Plan.

Even though the National Action Plan has been co-developed, the distinct plans or strategies were developed by the National Family and Survivors Circle, individual Contributing Partners and the provinces/territories. The National Action Plan and the Contributing Partners plans are interconnected, but the National Action does not necessarily represent all aspects of each unique plan and/or strategy. Further, Core Working Group members may or may not concur with Contributing Partners' plans or strategies in part or in whole.

Importantly, the National Action Plan is meant to be a living document that lays a strong foundation but is evergreen and adaptable so that changing needs can be incorporated when developing and implementing the path forward. A comprehensive and complementary implementation plan for the National Action Plan, including Indigenous-led actions, will be developed with expected outcomes, activities, and timelines. Further, reporting and accountability mechanisms will be created, including regular updates to ensure the plan remains meaningful and effective and to track progress in a way that captures the impact of actions "on the ground".

### Key sections of the 2021 National Action Plan include:

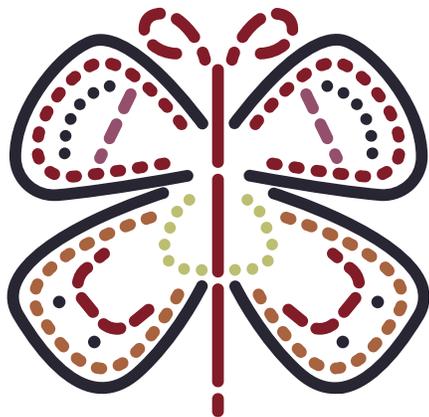
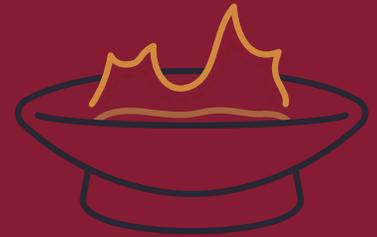
- ★ The Vision and Guiding Principles for the National Action Plan
- ★ The Goals of the National Action Plan
- ★ The common short-term priorities for the National Action Plan
- ★ Summaries of Action Plans/Strategies from the National Family and Survivors Circle, Contributing Partners, and provinces/territories
- ★ Discussion of immediate next steps and ideas for monitoring progress



# Overarching Vision and Guiding Principles

## Vision

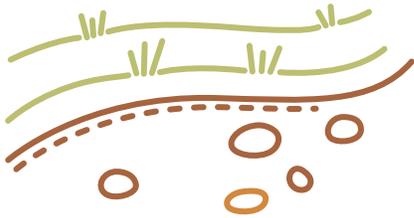
We envision a transformed Canada where Indigenous women, girls, and 2SLGBTQQIA+ people, wherever they are,<sup>34</sup> live free from violence, and are celebrated, honoured, respected, valued, treated equitably, safe, and secure.



## Guiding Principles

The National Inquiry into Missing and Murdered Indigenous Women and Girls' Final Report included seven Principles of Change intended to guide the development and the implementation of the 231 Calls for Justice. The Core Working Group used these Principles of Change as the foundation for the Guiding Principles that underlie the National Action Plan. The Guiding Principles support the creation of meaningful, immediate, lasting, and sustainable transformative change in the lives and situations of Indigenous women, girls, and 2SLGBTQQIA+ people.

The Guiding Principles were also informed by human rights instruments, including the *United Nations Declaration on the Rights of Indigenous Peoples* which affirms and upholds the inherent rights and responsibilities of Indigenous Peoples,<sup>35</sup> the *United Nations Convention on the Elimination of all Forms of Discrimination Against Women*,<sup>36</sup> and the *United Nations Convention on the Rights of the Child*.<sup>37</sup>



The Guiding Principles for the National Action Plan are as follows:

---

**1. Honour the strength of Indigenous women, girls, and 2SLGBTQQIA+ people and support them in reclaiming their sacred roles and responsibilities**

- ★ Focus on reclaiming the power, place, and dignity of Indigenous women, girls, and 2SLGBTQQIA+ people.

---

**2. Include families and survivors throughout the implementation of the National Action Plan**

- ★ The lived experience of families and survivors provide critical insight, perspectives, and solutions for transformative change - they are the heart of this change.
- ★ Family includes all forms of familial kinship including, but not limited to, biological families, chosen families, and families of the heart.

---

**3. Focus on substantive equality and Indigenous human rights that include inherent, Treaty, and Constitutional rights, and responsibilities of Indigenous Peoples**

- ★ *Substantive equality*: identical treatment can sometimes result in inequality, so unique measures may need to be taken to achieve true equality in outcomes to address historical disadvantages, intergenerational trauma, and discrimination.

- ★ *Human rights*: all human rights are universal, indivisible, interdependent and inter-related. Indigenous Peoples hold international and domestic human rights, including inherent rights, Treaty rights, and Constitutional rights. Governments have legal obligations to ensure that these individual and collective rights of Indigenous women, girls, and 2SLGBTQQIA+ people are fully respected, promoted, and upheld.
- ★ *Responsibilities*: when promoting and protecting their Indigenous human rights that include inherent, Treaty, and Constitutional rights, Indigenous people have the responsibility of respecting one another, the earth, and their cultural heritage.

---

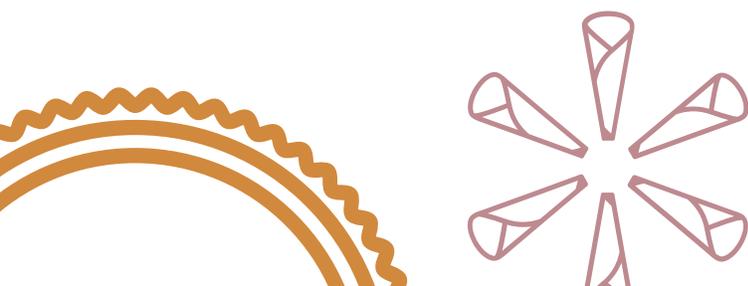
**4. Support a distinctions-based approach to ensure that the unique rights, interests and circumstances of First Nations, Métis and Inuit are acknowledged, affirmed, and implemented**

- ★ Recognizes the rights including the right to self-determination, unique interests and priorities of First Nations, Métis, and Inuit grounded in the promise of section 35 of the Constitution Act, 1982.<sup>38</sup>

---

**5. Respect intersectional and diverse perspectives, and be inclusive of all Indigenous women, girls, and 2SLGBTQQIA+ people no matter where they are**

- ★ *Intersectional*: there is a need to account for the multifaceted and interconnecting aspects that make up an individual's identity, including ethnicity, cultural identity, sex, gender identity or expression, sexual orientation, ability, class, and geographical location.



- ★ *Diverse perspectives:* individuals have differing experiences based on their diverse identities and histories. We must ensure inclusion of intersecting aspects of identity to meaningfully acknowledge and address the specific realities, barriers, and challenges not only between, but within, First Nations, Inuit, and Métis communities and individuals.

---

## 6. Base the National Action Plan on the recognition of Indigenous Peoples' right to self-determination

- ★ Indigenous Peoples have the right to self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social, and cultural development.<sup>39</sup>

---

## 7. Utilize a decolonizing approach, including being culturally informed and culturally safe

- ★ *Decolonizing approach:* involves challenging colonial influences and dismantling and replacing or adapting structures that perpetuate the status quo using Indigenous worldviews and perspectives.
- ★ *Culturally informed:* acknowledges, respects, and integrates Indigenous cultural values, beliefs, and practices. Rooted in a recognition of the importance of the land, culture, language, and Indigenous-led approaches, it encourages the revitalization and flourishing of Indigenous cultures, languages, and traditional knowledge.
- ★ *Culturally safe:* recognizes and addresses power imbalances and inequities, enabling services and processes that are holistic, spiritually, socially, and emotionally safe and allow reclaiming of power by Indigenous women, girls, and 2SLGBTQQIA+ people.

---

## 8. Co-develop, co-implement, and co-manage the National Action Plan

- ★ Recognize that everyone has a role to play in ending violence against Indigenous women, girls, and 2SLGBTQQIA+ people. This includes co-developing a National Action Plan, including a broad spectrum of engagement and collaboration that enables all governments (federal, provincial/territorial, municipal, Indigenous), Indigenous representative organizations and other partners to contribute, reflecting their own priorities and capacities.
- ★ To ensure that impacts are felt on the ground by Indigenous women, girls, 2SLGBTQQIA+ people, families, and survivors of violence, all governments (federal, provincial/territorial, municipal, Indigenous), in partnership with Indigenous representative organizations, will co-implement and co-manage their commitments in the National Action Plan. This will ensure accountability on the next steps of the National Action Plan.

---

## 9. Build on evidence, and ensure the National Action Plan is sustainable and evergreen

- ★ The National Action Plan should be based on informed decisions that are built on evidence, learning, and understanding of what works to end violence against Indigenous women, girls, and 2SLGBTQQIA+ people.
- ★ The National Action Plan must be sustainable by all governments (i.e., federal, provincial/territorial, municipal, Indigenous) identifying and prioritizing resources to support implementation of the Plan.
- ★ As an evergreen document, the National Action Plan is living and changing, adapting to shifting priorities or circumstances over time.



# Goals

To achieve the vision for the National Action Plan, the Core Working Group identified the following goals which are meant to prevent and end violence against Indigenous women, girls, and 2SLGBTQQIA+ people and ensure equitable access to basic rights<sup>40</sup>:

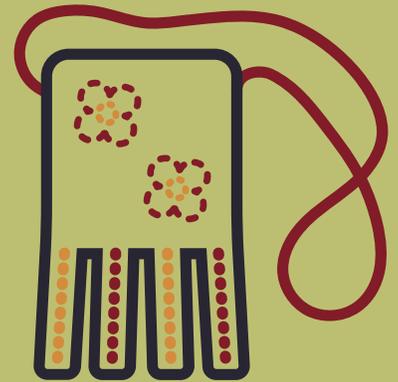


1. Achieve transformative changes in attitudes, behaviours, and knowledge within the broader society to prevent and end the root causes of systemic racism, inequality, injustice, and violence against Indigenous women, girls, and 2SLGBTQQIA+ people in Canada.
2. Keep families and survivors at the centre of the process and provide concrete support to survivors and families of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people.
3. Support the delivery of programs and services by Indigenous organizations, including at the grassroots level, to address all forms of gender- and race-based violence.
4. Address the broader root causes of violence against Indigenous women, girls, and 2SLGBTQQIA+ people.
5. Develop a national Indigenous human rights accountability mechanism focused on Indigenous human rights that include inherent, Treaty, and Constitutional rights. This mechanism will create shared accountability for upholding those rights regarding gender- and race-based violence.
6. Support transformational change in laws, policies, and systems across Canada in justice, health and wellness, human security, culture, and Indigenous human rights that include inherent, Treaty, and Constitutional rights.
7. Establish a culturally appropriate Indigenous data infrastructure reflective of Indigenous and 2SLGBTQQIA+ people, based on Indigenous data sovereignty and distinctions-based indicators.



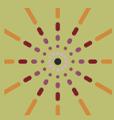
# National Action Plan Common Short-Term Priorities

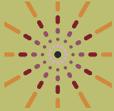
The National Action Plan focuses on ending violence against Indigenous women, girls, and 2SLGBTQQIA+ people. The first step in the National Action Plan is to identify short-term priorities which are similar among the Contributing Partners. Following this, an implementation plan will be developed which will include medium- and long-term priorities, as well as specific actions for each priority, timelines, resources, and who will be responsible for achieving each action. Further, as an evergreen document, it is recognized that the National Action Plan will continue to grow and change as priorities shift or change, or as new priorities are identified.

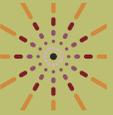


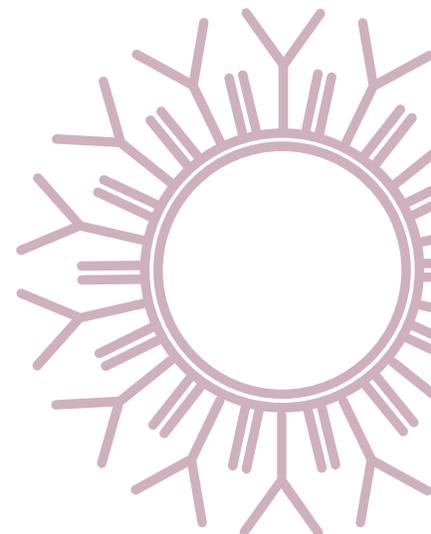
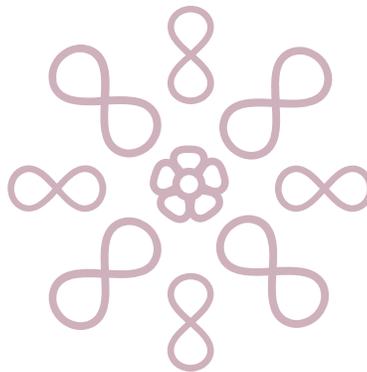
As all governments, Indigenous organizations and communities strive to create change through action, these priorities focus on what can, at a minimum, be started within one to three years. However, it is recognized that some priorities will take longer than three years to fully implement. Furthermore, some communities, regions, Indigenous organizations, or governments may prioritize activities differently in their unique plans. The priorities are linked to the themes of the National Inquiry and LFMO Perspectives report, as well as the 231 Calls for Justice and 62 Calls for Miskotahâ. The Guiding Principles of the National Action Plan are designed to ensure all actions are Indigenous led and co-developed, and that programs and services are community driven.

The short-term priorities identified in the table below draw upon common priorities of the National Family and Survivors Circle and the Contributing Partners, and as agreed-upon by the Core Working Group. However, it is important to look at the National Family and Survivors Circle and the Contributing Partners' plans for greater detail on priorities and activities identified for their groups.

 <b>Goal</b>	 <b>Short-Term Priorities</b>	<b>National Inquiry into Missing and Murdered Indigenous Women and Girls</b>		<b>Les Femmes Michif Otipemisiwak</b>	
		<b>Themes</b>	<b>Calls for Justice</b>	<b>Themes</b>	<b>Calls for Miskotahâ</b>
<b>1. Achieve transformative changes in attitudes, behaviours, and knowledge within the broader society to prevent and end the root causes of systemic racism, inequality, injustice, and violence against Indigenous women, girls, and 2SLGBTQIA+ people in Canada</b>	<b>a.</b> Public education/awareness campaigns on the issues Indigenous people experience and to challenge the acceptance and normalization of violence	Culture; Human Security; Health & Wellness; Justice	1.9; 11.1; 16.23; 17.24; 18.1; 18.19-18.21	Prevention & Awareness	60-62
	<b>b.</b> Trauma-informed training for those who work with Indigenous people on topics such as history, culture, issues, anti-racism, anti-sexism, anti-homophobia, anti-transphobia, etc.	Culture	7.6; 10.1; 16.27; 17.8; 17.13; 17.24; 17.29; 18.1; 18.13; 18.18-18.20; 18.26; 18.32	Inter-governmental Affairs; Child Welfare; Implementation Committee; Health & Wellness	6; 30; 49; 58
<b>2. Keep families and survivors at the centre of the process and provide concrete support to survivors and families of missing and murdered Indigenous women, girls, and 2SLGBTQIA+ people</b>	<b>a.</b> Continuous and accessible community-led healing programs and support for children of missing and murdered Indigenous women, girls, and 2SLGBTQIA+ people and family members	Health & Wellness	3.7	Services	23
	<b>b.</b> Comprehensive approach to support Indigenous victims and families/friends of Indigenous murdered or missing persons, such as victim services, family information liaison units, legal services, access to coroner/hospital reports, media, etc.	Health & Wellness; Justice	5.6; 16.29; 17.28	Services; Criminal Justice	19-20; 22; 40; 45
	<b>c.</b> Nationwide emergency number	Human Security	9.5vii	--	--

 <b>Goal</b>	 <b>Short-Term Priorities</b>	<b>National Inquiry into Missing and Murdered Indigenous Women and Girls</b>		<b>Les Femmes Michif Otipemisiwak</b>	
		<b>Themes</b>	<b>Calls for Justice</b>	<b>Themes</b>	<b>Calls for Miskotahâ</b>
<b>3. Support the delivery of programs and services by Indigenous organizations, including at the grassroots level, to address all forms of gender- and race-based violence</b>	<b>a.</b> Indigenous-led prevention and healing programs, education, and awareness campaigns for Indigenous families and communities related to violence prevention and lateral violence	Human Security; Health & Wellness	1.8; 3.2-3.3; 7.3; 7.9; 11.2; 16.7; 16.9; 16.22; 16.24; 17.20; 17.27	Services	18-19; 24
	<b>b.</b> Creation of shelters and second-stage/transition housing	Human Security	4.7; 16.19; 18.25	Services	25
<b>4. Address the broader root causes of violence against Indigenous women, girls, and 2SLGBTQQA+ people</b>	<b>a.</b> Implement initial steps to ensure stable and sustainable housing and close the housing gap between Indigenous people and non-Indigenous Canadians	Human Security	4.6; 16.18; 18.25	Inter-governmental Affairs; Services	8; 26
	<b>b.</b> Immediate action to implement infrastructure to ensure access to high-speed Internet	Health & Wellness	15.1; 16.5	--	--
	<b>c.</b> Guaranteed annual livable income	Human Security	4.5; 16.20	Inter-governmental Affairs; Services	8; 27
	<b>d.</b> Support Indigenous-led initiatives for Indigenous individuals, families, and communities to access cultural knowledge and 2SLGBTQQA+ programs and services	Culture; Health & Wellness	2.4; 2.5; 16.4; 17.7; 17.25-17.26; 18.1; 18.7; 18.17	Services	18; 21
	<b>e.</b> 24-hour in-person support system for Indigenous women, girls, and 2SLGBTQQA+ people, such as wraparound mental health services, trauma, addictions, etc.	Health & Wellness	3.4; 16.7; 17.23; 18.27	Services; Health & Wellness	23; 53
	<b>f.</b> Governments recognize Indigenous self-determination and inherent jurisdiction over child welfare, and support enhancements for child and family services	Health & Wellness	1.2v; 2.2; 12.1; 12.10; 17.17	Child Welfare	28-29; 31-33; 35-37

 <b>Goal</b>	 <b>Short-Term Priorities</b>	<b>National Inquiry into Missing and Murdered Indigenous Women and Girls</b>		<b>Les Femmes Michif Otipemisiwak</b>	
		<b>Themes</b>	<b>Calls for Justice</b>	<b>Themes</b>	<b>Calls for Miskotahâ</b>
<p><b>5. Develop a national Indigenous human rights accountability mechanism focused on Indigenous human rights that include inherent, Treaty, and Constitutional rights. This mechanism will create shared accountability for upholding the human rights of Indigenous Peoples regarding gender-based violence</b></p>	<p><b>a.</b> Oversight bodies, such as Indigenous Ombudsperson, Human Rights Tribunal, or civilian police oversight bodies to represent the interests of families, survivors, and communities by investigating and addressing complaints of mal-administration or violation of rights</p>	Justice	1.7; 5.7; 16.43	Criminal Justice	39
	<p><b>b.</b> National task force which reviews and re-investigates unresolved files of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people; and police services to provide unresolved cases of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people to the task force</p>	Human Security; Justice	9.9; 9.10	Criminal Justice	39
	<p><b>c.</b> Make the National Inquiry’s public record accessible and report annually to Parliament on the Calls for Justice; implement LFMO Calls for Miskotahâ</p>	Justice	1.10; 1.11	Consultation & Engagement; Implementation Committee	16; 46-48



 <b>Goal</b>	 <b>Short-Term Priorities</b>	<b>National Inquiry into Missing and Murdered Indigenous Women and Girls</b>		<b>Les Femmes Michif Otipemisiwak</b>	
		<b>Themes</b>	<b>Calls for Justice</b>	<b>Themes</b>	<b>Calls for Miskotahâ</b>
<b>6. Support a paradigm shift in policies and systems across Canada which defines transformative change in justice, health and wellness, human security, culture, and Indigenous human rights that include inherent, Treaty, and Constitutional rights</b>	<b>a.</b> Justice Reform Committee to review legislation regarding gender-based violence, including missing persons legislation	Justice	5.2; 5.3; 5.8; 5.14; 5.16-5.20; 14.3	--	--
	<b>b.</b> Acknowledge, recognize, and protect the rights of Indigenous Peoples to their cultures and languages as inherent rights	Culture; Justice	2.1	--	--
	<b>c.</b> Implement Gladue principles that contribute to addressing systemic barriers, increase the involvement of Indigenous communities and organizations in rehabilitating offenders, and reduce the risk of future harm	Justice	5.15; 14.5	Criminal Justice	42-43
	<b>d.</b> Create a Deputy Commissioner for Indigenous Corrections and address issues for Indigenous women and 2SLGBTQQIA+ offenders, such as prohibiting transfer of women prisoners to male treatment centres; and increased opportunities for education/training in prison	Human Security; Justice	5.23; 11.1; 14.7	Criminal Justice	44
<b>7. Establish a culturally appropriate Indigenous data infrastructure reflective of Indigenous and 2SLGBTQQIA+ people, based on Indigenous data sovereignty and culturally rooted and distinctions-based indicators</b>	<b>a.</b> Address issues related to the accurate tracking of data on missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people	Human Security	9.5v	Identity, Data Collection & Research; Services	2; 22
	<b>b.</b> Collect disaggregated data (Inuit, Métis, and First Nations) to report on violence against Indigenous women, girls, and 2SLGBTQQIA+ people, and on progress and the effectiveness of laws, policies, and services	Culture; Health & Wellness; Human Security; Justice	16.6; 16.44; 17.2; 18.3; 18.4	Identify, Data Collection & Research; Services	2-3; 5; 22
	<b>c.</b> Collect distinctions-based and intersectional data about Indigenous women, girls, and 2SLGBTQQIA+ people in the criminal justice system	Justice	5.24; 16.31	Identity, Data Collection & Research; Criminal Justice	4; 41



# National Family and Survivors Circle



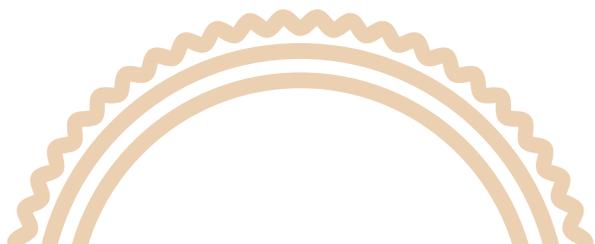
## National Family and Survivors Circle Vision and Mission

The National Family and Survivors Circle's contribution to the 2021 Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ People National Action Plan: Ending Violence Against Indigenous Women, Girls, and 2SLGBTQQIA+ People is entitled "The Path Forward – Reclaiming Power and Place". The complete document is accessible at <https://familysurvivorscircle.ca>.

This content is a summary of key components from "The Path Forward – Reclaiming Power and Place." The National Family and Survivors Circle (the "NFSC") envisions a reality where Indigenous women, girls, and 2SLGBTQQIA+ people continue to reclaim our Power and Place in our lands, territories, and within our Nations, Peoples, and communities. The role of the NFSC in working towards this vision is to continually advocate that all governments, agencies, and organizations who have a responsibility in ending the genocide, centre families and survivors in their work. We are committed to working with them to assist in creating pathways for families and survivors to be engaged in this work through true partnerships that are decolonizing and dignified.

## Confronting and Disrupting Colonialism – Understanding Violence and Genocide

The National Inquiry identified four pathways that continue to enforce the historic and contemporary manifestations of colonialism, and that continue the genocide. Confronting and disrupting these four pathways of trauma, social and economic marginalization, lack of will to change, and ignoring the agency and expertise of Indigenous women, girls, and 2SLGBTQQIA+ people, and families and survivors, is crucial in creating transformative change. Understanding violence and genocide is critical to a decolonizing approach. It must be recognized that violence is inherent to the colonial state, past and present. In a colonial context, language is widely used to conceal violence, obscure offender responsibility, conceal victim responses and resistance, and blame and pathologize victims.



Justice demands that the voices of those who have been directly harmed are heard. Genocide is the word used by many families, survivors, and witnesses that shared their truths with the National Inquiry. Based on the application of international and domestic legal understandings of genocide to these truths and evidence gathered by the National Inquiry, the Final Report concluded that the violence Indigenous women, girls, and 2SLGBTQQIA+ people are subjected to and are targeted for amounts to a race-based genocide. The efforts to end the genocide, to repair the harm caused and heal individually and collectively, must now match, and exceed, the intentions and actions that fueled the genocide.

## The Path Forward: A Decolonizing Approach that Centres Families and Survivors

The path forward for transformative change involves a decolonizing approach that centres families and survivors and our lived experience, expertise, and agency. **A Decolonizing Approach** is a Principle for Change identified in the Calls for Justice. It is “a way of doing things differently; it challenges colonial influence under which we live by making space for Indigenous perspectives that are often cast aside.”<sup>41</sup> An interconnected Principle for Change is **Inclusion of Families and Survivors** which recognizes that “the implementation of the Calls for Justice must include the perspective and participation of Indigenous women, girls, and 2SLGBTQQIA+ people with lived experience, including families of the missing and murdered and survivors of violence.”<sup>42</sup>

Implementation of the Calls for Justice must be informed by all Principles for Change and by the Four Pillars developed by the NFSC. The NFSC’s understanding of the Principles for Change are provided in our complete document. Further insight into the principles of “Cultural Safety”, to include “Cultural Humility” which speaks to the dismantling of the ideas that colonial cultures are the norm and superior, and of “Trauma-informed Approaches”, to include “Dignified Approaches” which speaks to the goal of always working in ways that respect people and their realities and that uphold their dignity. Both are consistent with our understanding of violence and genocide discussed earlier.

The **Four Pillars** relate to working with families and survivors and are fundamental in properly applying the Principles for Change. They must further inform the Guiding Principles as defined in the “Guiding Principles” section of the National Action Plan. **Inclusion** is about taking a lived experience centred approach that recognizing the agency, knowledge, experience, and expertise as valuable and a key part of the information guiding all decisions. **Interconnectedness** is central to Indigenous worldview and in the context of implementing the National Action Plan, speaks to how all governments, agencies, and organizations need to ground their work with families and survivors that respects their interconnectedness with each other, the interconnected nature of the root causes and solutions, and must take a “whole of government” approach in their work including the need for jurisdictional cooperation and partnerships.

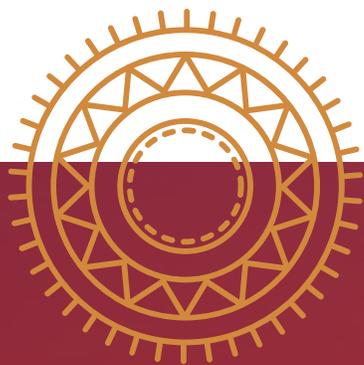
Shared **accountability** involves the will to support and carry out transformative changes at all levels. Specific mechanisms and forums to report on actions taken and to track and monitor effectiveness are essential to hold all governments, agencies, and organizations accountable. They must include families and survivors within them and be accessible and transparent by providing direct, clear, and comprehensive communications to families and survivors. **Impact** speaks to how actions must be felt on the ground by Indigenous women, girls, 2SLGBTQQIA+ people, families, and survivors. Families and survivors should be included in evaluation and monitoring processes.

Giving life to our vision and ending the genocide requires us collectively reaching **six Goals** identified by the NFSC: 1) profound and sustained political and institutional will, demonstrated through concrete commitments and responsive actions; 2) keeping families, survivors, and Indigenous women, girls, and 2SLGBTQQIA+ people central to decision making, actions, and tracking success; 3) actions must be rooted in the recognition of Indigenous women, girls, 2SLGBTQQIA+ people, families, and survivors as rights holders and respect their unique distinctions and needs; 4) actions must be designed and implemented through an Indigenous holistic, interconnected lens; 5) measuring success through an Indigenous worldview and through the lived experience of Indigenous women, girls, 2SLGBTQQIA+ people, families, and survivors; and 6) accountability and recourse.

The NFSC believes all Calls for Justice are priorities. We recognize the challenges with coordinated implementation and the need to be strategic in order to be effective. We have identified **30 Immediate Actions**, the corresponding Calls for Justice, and the governments, agencies, institutions, and organizations that, with the inclusion of families, survivors, and 2SLGBTQQIA+ people, have obligations to take action. They focus on prevention, supports for families and survivors, and systemic issues. We believe the Calls for Justice are interconnected and inseparable.

An **Accountability Framework** is imperative in ensuring the Calls for Justice are actioned in a way that dismantles colonial structures and ends the genocide. An **Independent oversight body** must be at arm's length of all governments, agencies, and organizations and must have the legal authority to require reports from all governments, agencies, and organizations who have responsibility to implement the Calls for Justice and the National Action Plan. It should be inclusive of families and survivors.

**Recourse** is related to this oversight body and speaks to a mechanism for reversing rights violations and abuses. We believe the best body for these matters would be the National Indigenous and Human Rights Ombudsperson as called for in Call for Justice 1.7. All governments should take concrete actions towards establishing this position before June 3, 2022. In the interim and while the office of the Ombudsperson is being established, the NFSC believes Canada must engage international bodies at the United Nations level to play an oversight role in Canada's implementation of the Calls for Justice and the National Action Plan.



Other characteristics of an accountability framework include: **safeguards** - timelines and mechanisms to ensure continuation of implementation even when government or organizational leadership changes; **transparency and accessibility** - for Indigenous families, survivors, women, girls, and 2SLGBTQQIA+ people being able to easily access information about actions being taken with clear and frequent communication to families and survivors; and **measuring transformative processes and transformative outcomes** through Indigenous Data Sovereignty, decolonizing data, and proper data infrastructure.

All families that want to be part of the process must be provided pathways for engagement with partners in the National Action Plan implementation work to come. As the holders of expert knowledge and experience, the NFSC members and all families and survivors, are all subject matter experts. Our expertise is the evidence upon which decisions need to be made. We are prepared to work with all partners to coordinate and validate efforts. Mutual and clear understanding of structure, process and roles and responsibilities now and moving forward will be key to supporting relationships. Families and survivors must see their expertise and agency in processes and in the outcomes. This cannot be limited to the NFSC: all families and survivors, especially families and survivors from distinct Nations, Peoples, and communities, should see their expertise and agency inform and be included by partners responsible for implementation of the National Action Plan and the Calls for Justice. Further, their inclusion must respect their agency, freedom and independence of thought, perspective, and beliefs. When families and survivors are engaged through various pathways, these pathways, and the work to be done transparently will provide certainty of roles, responsibilities, and expectations.

As the members of the NFSC we take our role in this process as a sacred responsibility. As the NFSC members we remain committed to this process, and we remind all partners to think about how we work together.





# First Nations

## Assembly Of First Nations

A First Nations Action Plan to End Violence Against Indigenous Women, Girls and 2SLGBTQQIA+ People

NOTE TO READER: This summary provides a brief overview of the Assembly of First Nations (AFN) Action Plan to End Violence Against Indigenous Women and Girls, the full AFN Framework Action Plan can be accessed at: [www.afn.ca](http://www.afn.ca)

## Background

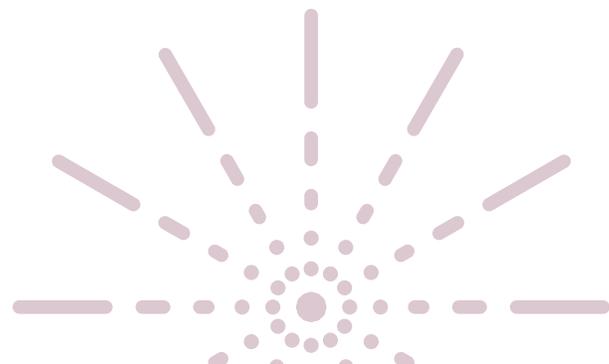
The Assembly of First Nations (AFN) is the national representative body of 634 First Nations and First Nations citizens across Canada, regardless of where they reside. The AFN is comprised of several main organs including the Women’s Council. The AFN Women’s Council works with the AFN Secretariat to ensure that the concerns and perspectives of First Nations women inform the work of the AFN. This First Nations Framework Action Plan is just one part of the First Nations response to the National Inquiry’s 231 Calls for Justice and provides a specific national lens to the identified actions. In addition to this action plan, regional action plans will be added to the First Nations National Framework as complementary components to help advocate for implementation of the 231 Calls for Justice.

## Supporting Families and Survivors

There is an urgent need for “wrap-around” services for families and survivors. Some examples of services needed include toolkits or information on what immediate actions to take when experiencing violence or when a loved one goes missing or is murdered. Families and survivors also require mental health and grief supports as well as information on police procedures and the legal system.

## Prevention

First Nations women, girls, and 2SLGBTQQIA+ people have the right to live free of violence and all forms of discrimination. Effective solutions must be nation-based and nation-driven. Prevention initiatives must recognize the diversity among First Nations. Dedicated and sustainable funding for First Nations is needed to take immediate action to prevent, reduce and eliminate violence against First Nations, women, girls, and 2SLGBTQQIA+ people.



# Calls for Justice: National Perspective on 4 Key Themes

## 1. Justice

When First Nations women, girls and 2SLGBTQQIA+ people go missing, their families' complaints are not taken seriously, their cases are not investigated properly, their families are not updated on their loved one's investigations, their cases are prematurely deemed accidents, and the perpetrators are not apprehended or punished in the same manner as when the victims are non-First Nations. It is vitally important that the RCMP and other police services be more accountable for their treatment of families and survivors, and for how they investigate missing and murdered First Nations women, girls and 2SLGBTQQIA+ people.

## 2. Human Security

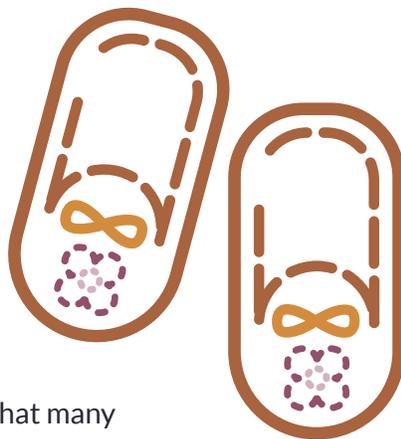
Families and Survivors have expressed the urgent need they see within their nations for more safe spaces, shelters, transition housing, and safe modes of transportation in remote areas. They also felt that the onus unfairly falls upon women and children to leave their homes to flee the violence they are experiencing. This increases the risk of First Nations women, girls and 2SLGBTQQIA+ people experiencing unemployment, poverty, food insecurity and increases the likelihood of negative interactions with police and the child welfare system. Families and survivors have expressed the urgent need for more safe spaces, shelters, transition housing, and safe modes of transportation in remote areas within their First Nations. They also felt that the onus unfairly falls upon women and children to leave their homes to flee the violence they are experiencing.

## 3. Health and Wellness

Health concerns are intrinsically linked to violence that many First Nations women, girls, and 2SLGBTQQIA+ people face because when health is in jeopardy, so is safety. The long-term impacts of violence on health must also be seen in the context of settler-colonialism in Canada. The Indian Residential School system and the effects of intergenerational trauma combined with systematic discrimination and under funding of health services for First Nations have all led to the poor social determinants for health and wellness of First Nations people. The AFN heard from survivors and families that health and wellness were traditionally thought of in a relational and holistic way. Those First Nations who are fortunate to still have Knowledge Keepers who possess knowledge about traditional medicines and healing want to ensure that First Nations Citizens have the ability to incorporate those practices into their health and wellness care.

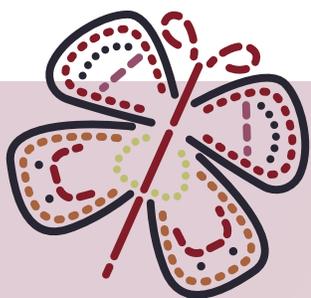
## 4. Culture

First Nations families and survivors have highlighted how pivotal cultural identity is for both prevention activities, to support people during times of crisis, and for healing from trauma and providing aftercare support. First Nations know best what is needed for cultural revitalization and preservation within our nations. There needs to be more effort put forward to design and maintain ongoing training for all government workers with the content provided by First Nations Knowledge Keepers and experts.



## Implementation

National Inquiry's Final Report found that many jurisdictional issues impact the safety of First Nations women, girls and 2SLGBTQQIA+ people. Interjurisdictional cooperation is crucial to addressing many immediate concerns pertaining to violence against First Nations women, girls and 2SLGBTQQIA+ people. The federal government has committed to achieving meaningful change and action for First Nations. For this to happen, all levels of government must work in partnership with First Nations and develop First Nations-led solutions that are reflective of the unique history, context, and lived reality of First Nations. Long term sustainable funding that results in preventative action will require First Nations to be engaged so that their unique needs are met.



## Accountability

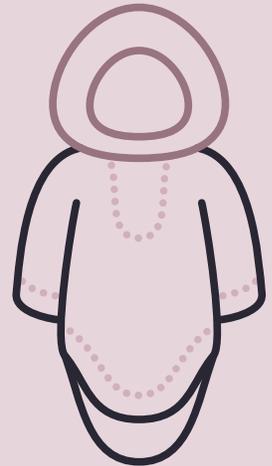
All governments, including First Nations, are responsible for the implementation of the 231 Calls for Justice. Calls for Justice number 1.1, 1.10-1.11 call for the development of independent mechanisms to report on the implementation of the Calls for Justice. Mechanisms for evaluation of the implementation of the Calls for Justice must be directly accountable to families, survivors and First Nations.

What is also needed are transparent accountability frameworks that break down specifically the actions items that have undertaken and those still outstanding. Accountability mechanisms should provide information on timeframes, partners, indicators, objectives, and provide clear demonstration of which federal departments and agencies are responsible for monitoring progress for each action item.



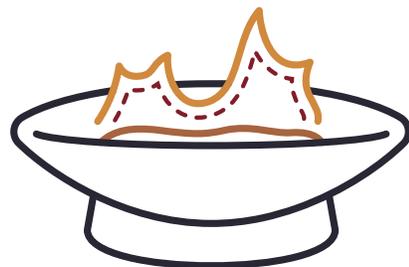
# Inuit

The Inuit Action Plan is a chapter within the National Action Plan which embodies Inuit priorities, including a distinctions-based approach to implementing the Calls for Justice. The National Action Plan is inclusive of Inuit in decisions about federal, territorial, and provincial intervention programs and services. The Inuit Action Plan calls on all levels of government to set aside jurisdictional issues that may impede actions required to eliminate the social, economic, political, and cultural inequality and infrastructure gaps that exist.



The Inuit Action Plan instructs governments, Inuit Land Claim Organizations and other represented bodies on the Inuit Working Group on how to move forward with implementing the 46 Inuit-specific Calls for Justice to prevent violence against Inuit women and girls, as well as for creating the conditions necessary for health, safety, and prosperity in our society. Recognizing that each level of government, including established Inuit governments, have responsibility for their respective areas of jurisdiction, implementation of the Inuit Action Plan must be led principally by those levels of government and the Inuit Land Claims Organizations. The survivors, families of missing and murdered Inuit, the leadership of Pauktuutit Inuit Women of Canada, and the voices of Inuit women are key to the successful implementation of the Inuit Action Plan to end gendered violence for Inuit.

Inuit, Métis, and First Nations are distinct peoples. Implementation of all recommendations in the National Action Plan must respect the unique and specific Indigenous groups. Inuit reside in all provinces and territories in Canada and deserve consideration based on our culture, geography, language, governance, and rights defined through land claim agreements, giving us a distinct relationship with the Crown. Additionally, Inuit living outside of Inuit Nunangat also have specific needs and considerations.

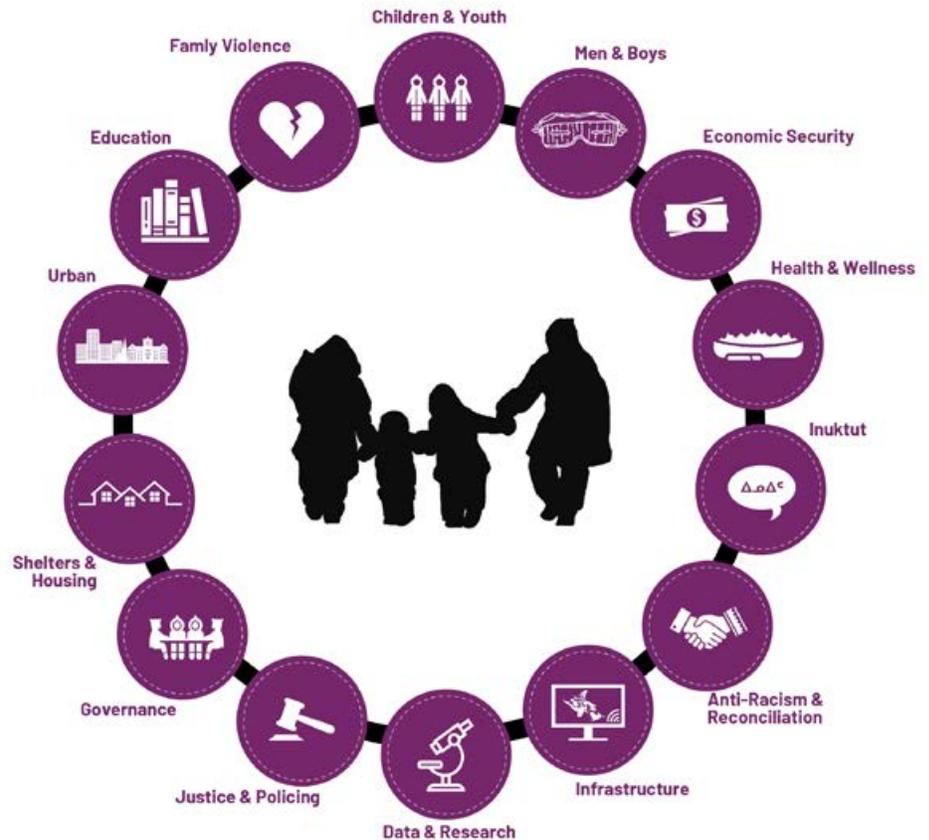


## Inuit Working Group

The Inuit Action Plan was developed by a national Inuit Working Group co-chaired by Inuit Tapiriit Kanatami and Pauktuutit Inuit Women of Canada. The 10 member Working Group consisted of representatives from Inuvialuit Regional Corporation, Nunavut Tunngavik Inc., Makivik Corporation, and Nunatsiavut Government. Members also included representatives from the following four community-based organizations: Family and Survivors Circle, Tungasuvvingat Inuit, AnanauKatiget Tuningit, and Saturviit Inuit Women's Association of Nunavik.

## Inuit Action Plan

The actions brought forward by the Inuit Action Plan are organized under the following 14 themes. Actions under each theme are further organized into federal-, provincial-territorial-, and Inuit-led actions.



## Respect and support for Inuit Self-Determination

Successful implementation of the Inuit Action Plan is contingent on governments respecting and supporting the right of Inuit to self-determination. This can be achieved by including the voices of Inuit women, Inuit representative organizations and governments as partners in the development and implementation of solutions prescribed by the Inuit Action Plan. Preventing violence against Inuit women and girls also requires Inuit representative organizations and governments to exercise our right to self-determination in new ways, including by leading initiatives that have historically been led by governments. Improving the overall quality of life for Inuit women, girls, and 2SLGBTQQIA+ people will be achieved through the sustained and genuine collaborative action between all governments (federal, provincial, and territorial) and Inuit.

### Read the full Inuit Action Plan:

 [www.itk.ca/mmiwg-inuit-action-plan](http://www.itk.ca/mmiwg-inuit-action-plan)

 [www.pauktuutit.ca/mmiwg-inuit-action-plan](http://www.pauktuutit.ca/mmiwg-inuit-action-plan)

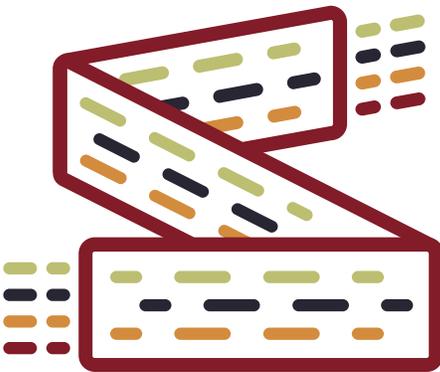


# Métis Nation

## Li Shmayn – Métis Nation Action Plan Summary

The Métis Nation Working Group agreed that all recommendations, policies, programs and services established to end missing and murdered Métis women, girls and 2SLGBTQQIA+ folks, must be culturally safe, intersectional, strengths-based and trauma-informed. Additionally, LFMO's Métis-specific Gender-Based Analysis Plus (GBA+) toolkit should be used to ensure that the unique realities facing Métis women, girls and 2SLGBTQQIA+ folks are incorporated into Métis-specific programming.

The Métis emerged as a distinct Indigenous people and nation in the historic Northwest during the late 18th century. The Métis Nation defines “Métis” as, “A person who self-identifies as Métis, is distinct from other Aboriginal peoples, is of historic Métis Nation Ancestry and who is accepted by the Métis Nation.” The Métis Nation is one of the three rights-bearing Aboriginal Peoples of Canada, within the meaning of Section 35 of the *Constitution Act, 1982*.

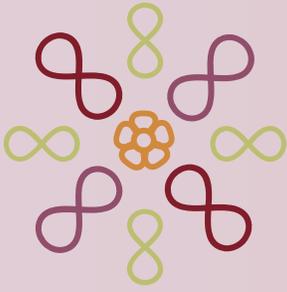


## Métis Traditional Worldviews and Values

The Métis Nation Working Group members recognized the importance of respecting the laws of *Wâhkôtowin* and relationships to eliminate the tragedy of missing and murdered Métis women, girls and 2SLGBTQQIA+ folks, and address the ongoing violence against them. In English, *Wâhkôtowin* translates into “kinship” or “being related to each other” and it acknowledges the responsibility to families and survivors, to treat each other in a good way, and to honour and respect these relationships and the spirits of the relatives.

 <https://en2.metiswomen.org/>

With colonization, imported Euro-Canadian notions of inequality, racism and gender norms radically transformed our society, leaving Métis women marginalized, vulnerable and subject to targeted violence and negative societal attitudes. An important part of decolonization is re-empowering the voices and the roles of women and 2SLGBTQQIA+ folks in decision-making for our Motherland.



In keeping with the foundational principles of *Wâhkôtowin*, the Métis Nation Working Group maintained traditional Métis ways of working together, and continued to prioritize collaboration, co-development and community connection. The Métis Nation working group suggests that in the development of the National Implementation Plan, working groups must reject divisive colonial and coercive tactics.

## Foundational change

The Métis Nation working group is proud to present the bold ideas brought forward by survivors and families of MMIWG, Métis Elders and Knowledge Keepers, Leaders, Grandmothers and Grandfathers, Service Providers and Grassroots family and community members in responding to the Calls to Miskotahâ (change).

Throughout our work, five key themes emerged that are not only foundational but fundamental in taking urgent action towards safety and security for all Métis people.

### 1. Justice/Law reform

A comprehensive review of the entire criminal justice system is required to identify where Métis citizens' needs are being met and where they are not. Immediate legislative reform is required to reduce the disproportionate incarceration of Métis, and to remove systemic barriers that further harm Métis involved in the criminal justice system.

### 2. System Navigators

Across every system - institutional or government, in which Métis people interact, there is a fundamental need for "System Navigators" to support culturally safe access. The system navigators will provide essential advocacy, knowledge translation, and wholistic support. This will lead to enhanced outcomes in areas including but not limited to Child and Family Services, Health Care, Housing, Education, Justice, Policing, and Victim's Services.

### 3. The Creation of an Oversight Body

An oversight body must be established and mandated to receive complaints and compel government to take concrete actions on commitments made to end the tragedy of missing and murdered Indigenous women, girls and 2SLGBTQQIA+ folks. The Métis Nation must be directly involved in the co-design, co-development, and co-implementation of this important oversight body, including the development of distinctions- and outcomes-based indicators of progress, as defined by the Métis Nation, for the Métis Nation.

### 4. Métis Healing and Wellness Centres

A strategy must be defined for the creation of Métis Healing and Wellness centres. A full suite of services and support must be offered that are responsive to the unique needs of Métis communities. With only limited access currently across the Motherland, these centres should include wrap-around supports for physical and mental health, addictions, trauma healing, fostering wellness and cultural knowledge.

### 5. Accountability

The implementation phase foundational principles and of the priority themes must include a robust accountability framework. The Métis Nation Governments, Les Femmes Michif Otipemisiwak, and all levels of Canadian Government (Federal, Provincial, Territorial, Municipal) must work jointly in the creation and validation of the accountability framework and be equally accountable to ensure lasting systemic change. The perspectives of family and survivors will play an integral role in on-going accountability.

## Threads Identified: Priorities and Themes

The Métis Nation Working Group discussed and identified threads that were categorized thematically. Each of the threads was recognized as being foundational to “*Li Shmayn*” (trail) forward. Together, these themes are critical to a violence-free future, and are as inextricably linked as the interwoven threads of a Métis sash. Accordingly, the following threads symbolize the connection, strength, resilience, and support of Métis women, children and 2SLGBTQIA+ folks in the face of ongoing violence and threats to their existence. These threads also emerged through our consultation phase of developing our Métis Nation Implementation Framework.

### THREAD #1 – Gathering and Evaluating Data

Refers to the collection of Métis-specific baseline data in order to protect, analyze, contextualize and share information about Métis people. Capacity is required to seek out Métis disaggregate data to ensure that the realities of Métis people are accurately portrayed and not within a pan-Canadian or pan-Indigenous context.

### THREAD #2 – Relationship Building

Points to creating protocols, forming and fostering relationships, and supporting grassroots, regional, and national engagement processes. Relationship building is important as part of on-going collaboration, co-development, and will further the effectiveness of our accountability framework.

### THREAD #3 – Service Planning and Delivery

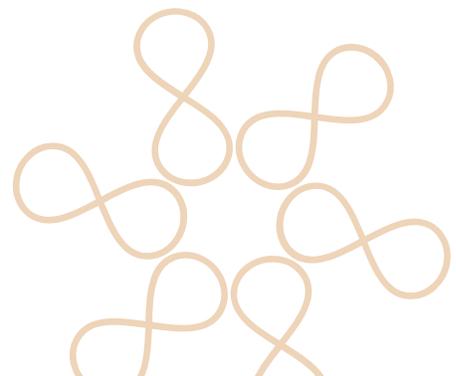
Focuses on developing, designing and delivering Métis-specific programs within strengths-based, trauma-informed, culturally safe and accessible frameworks. Métis distinctions-based services are required in addition to the urgent actions as defined above such as system navigators and Métis Healing and Wellness centres.

### THREAD #4 – Child and Family Services

Ensures equal access to a suite of culturally safe services and supports to all Métis children and youth in care, and those aging out of care. Interaction with Child and Family services has been traumatic, debilitating and damaging with a legacy of inter-generational impacts. These services must continue prior to and throughout the process of Child and Family services being devolved to Métis Nation Governments.

### THREAD #5 – Healing and Wellness

Includes the safety, security, and healing of all Métis persons, including equal access to health services and benefits, through culturally grounded care, free from racism and responsive to individual preferences. Urgent action must begin to address the gaps in access to health services, and ensure equal and equitable access for Métis people.



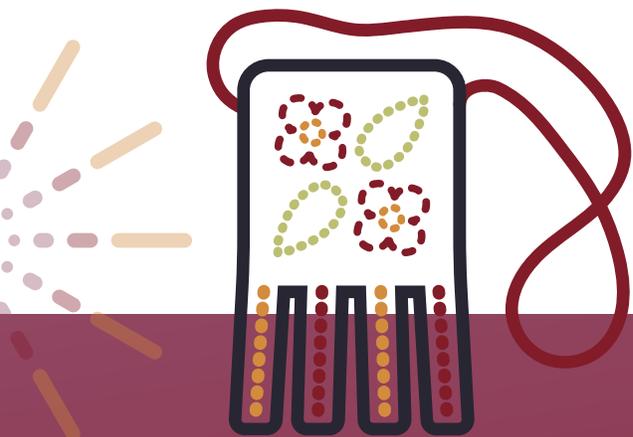
## THREAD #6 – Justice and Policing

Highlights Métis-specific approaches to restorative justice, respectful treatment and support for Métis victims of crime, and legislative and programmatic reforms to support Métis people interacting with the justice system. Improvements in the areas of justice, public safety and victim's services are required to reduce the over- representation of Métis people interacting with the justice system. Access to Métis-focused Gladue Reports reflective of Métis realities, that address current Gladue factors and relevant release to community, as well as program capacity shortages must be immediately actioned.

## Ongoing vision and next steps

The Métis Nation Working Group upholds that the priorities and themes outlined in the Métis Nation way forward “*Li Shmayn*” be advanced through nation-to-nation, government-to-government relationship agreements, and support the work of the Canada-Métis Nation Permanent Bilateral Mechanism process. This alignment will be crucial to next steps of implementation, negotiation of resources, and policy development to end the tragedy of missing and murdered Métis women, girls and 2SLGBTQQIA+ folks, and to address violence against vulnerable Métis persons across the Motherland.

As we move forward, the Métis Nation will hold our survivors and families at the center of this important work. We encourage all readers to explore our Métis Nation Action Plan, *Weaving Miskotahâ*, for further information.



“Words need to turn into action; we are still losing women and girls and 2SLGBTQQIA+ folks. The more we stay idle, the more our people are becoming colonized; with work and love, we can get through the pain that happened within our provinces for Métis women.”

*-LFMO Engagement session participant.*



# 2SLGBTQQIA+

## Two-Spirit and 2SLGBTQQIA+

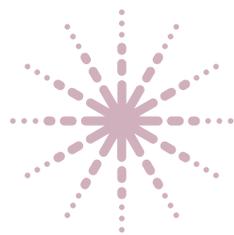
The Government of Canada committed to working together with Indigenous, provincial, and territorial partners on the development of the National Action Plan and to driving transformative change to end systemic racism and violence against Indigenous women, girls, Two-Spirit and 2SLGBTQQIA+ people. As such, the Core Working Group was supported by a number of Contributing Partners that will support the Core Working Group throughout development of the National Action Plan and its implementation by:



- ★ Build on the collective wisdom and networks of the 2SLGBTQQIA+ sub-working group members combined with National Inquiry.
- ★ Identify key stakeholders and federal, provincial, territorial, and Indigenous governments to work with.
- ★ Identify opportunities to address gaps regarding MMIWG 2SLGBTQQIA+ and the National Inquiry.
- ★ Liaise and engage with the Core Working Group and support Contributing Partners' activities related to 2SLGBTQQIA+ matters.
- ★ Identify and practice ancestral, cultural, and traditional Indigenous values and beliefs, teachings, language, rituals, and ceremonies that empower 2SLGBTQQIA+ people.

The mandate of the National Inquiry for Missing Murdered Indigenous Women, Girls and 2SLGBTQQIA+ was initially designed to report on all forms of violence perpetrated against Indigenous women and girls in Canada, however Indigenous concepts of gender identity broadened the inquiry's mission to include Two-Spirit/Indigenous LGBTQQIA+ people. This shift recognized that Indigenous cultures accepted and included diverse concepts of gender and sexuality prior to European colonization.

The terms, Two-Spirit and lesbian, gay, bisexual, transgender, queer, questioning, intersex, and asexual are modern post-contact non-Indigenous constructions that some 2SLGBTQQIA+ people may choose to identify themselves. The Sub-Working Group recognizes there are over 150 known words and terms in various Indigenous languages in North America that were used prior to contact to describe people who were gender diverse and 2SLGBTQQIA+.





Additionally, the 2S Sub-Working Group recognizes 2SLGBTQQA+-specific words and terms that are being reclaimed and introduced as Indigenous languages continue to evolve. Indigenous peoples are constantly evolving. As we continue to access and reclaim our Indigenous knowledges through our lands and cultures, we must recognize that our languages are also in a constant state of evolution. The + at the end of 2SLGBTQQA+ is a way to be inclusive, honor and celebrate how our languages are expanding and offering choices for our sexual and gender diverse relatives to identify. Thus, we also celebrate the diversity of ways our people choose to identify themselves.

Nothing about us, without us, is for us!

## Highlights/Current Progress

- ★ Comprehensive report for 2SLGBTQQA+
- ★ 3 Targeted engagements completed:  
Trans/Non-Binary, Inuit, and Sex Workers/  
Sex Trade
- ★ Overlapping recommendations: justice system reformation, housing security, specific programs and services, education and increased resources.
- ★ 2SLGBTQQA+ 32 Specific Calls to Justice
- ★ 4 Areas:
  - ★ Right to Culture,
  - ★ Right to Health & Wellness,
  - ★ Right to Security & Safety and
  - ★ Right to Justice

### **2 Spirited People of the First Nations**

<http://www.2spirits.com>

### **2 Spirited People of Manitoba Inc.**

<https://twospiritmanitoba.ca>

### **2 Spirits in Motion Society**

<https://2spiritsinmotion.com>

### **Edmonton 2 Spirit Society**

<https://e2s.ca/>

### **Four Feathers Society**

<https://fourfeathers.net/>

### **Greater Vancouver Native Cultural Society**

<https://www.facebook.com/gvnacs78/>

### **Wabanaki Two-Spirit Alliance**

<http://w2sa.ca/>

### **Two-Spirit Michif Local**

<http://2smichiflocal.ca>

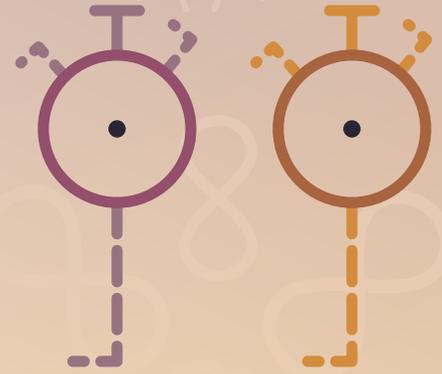
A growing number of 2SLGBTQQA+ are developing.



## Priorities/Next Steps

The priorities evolve into next steps which are the following:

1. Implementation of the MMIWG2S National Action Plan.
2. Advocacy and implementation of federal legislation including the UNDRIP.
3. Expansion of 2SLGBTQQA+ programs and services that include gender-specific language.
4. Support ongoing capacity building and infrastructure development to support the increased need to have culturally relevant, safe and supportive 2SLGBTQQA+ facilities throughout the country.
5. Establish a 2SLGBTQQA+ national committee with the final objective to establish a 2SLGBTQQA+ Secretariat.



## Closing Statement

### The MMIWG 2SLGBTQQA+ National Action Plan:

Final Report is a call to action that ensures Two-Spirit, and Indigeequeer kin can return to our family/community/ceremonial circles, to be embraced for the sacredness we carry in our spirits and to take our rightful place in our respective Nations.

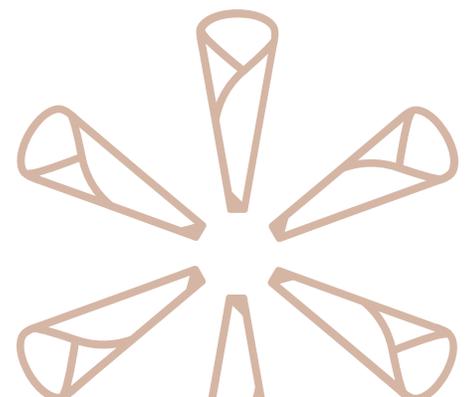
<https://mmiwg2splusnationalactionplan.ca/wp-content/uploads/2021/06/2SLGBTQQA-Report-Final.pdf>

The path to acceptance and the act of welcoming Two-Spirit, gender and sexually diverse Indigenous peoples back into communities and back into the sacred circle of our cultures will help close the sacred hoop that was torn open by colonization.

The narrative of being an after-thought or not being recognized as a strength for our nations is no longer accepted. We must continue to ask ourselves how we can use the recommendations in the report to advance our collective futures that honour our ancestral ways of knowing and being.

The deconstruction of western concepts of gender will require national programs, community development strategies, intergenerational intervention and action planning and knowledge gathering to eradicate violence against Two-Spirit community members rooted in the recovery and reclamation of Two-Spirit traditions and practices within Indigenous land-based, ancestral knowledge systems and protocols.

The MMIWG 2SLGBTQQA+ National Action Plan Final Report contains key recommendations that set the path towards that, and if applied, will “*make the Indigenous family, community, and ceremonial circle whole again*” (Richard Jenkins).





# Urban

## Who We Are

We are survivors, family members, front line service providers and experts with lived experience in the urban reality and violence against \*Indigenous women, girls and 2SLGBTQQA+ people.

## Our Vision

Ending violence will require the fundamental transformation of systems and society. Our vision is to restore the rightful place of \*\*\*Indigenous women, girls, and 2SLGBTQQA+ people within a dramatically changed country. Our bold and strength-based vision has a focus on claiming our space, addressing violence, and ensuring a bright future.

## Terminology and Inclusion

Identity is complex and Urban \*Indigenous communities honour, respect and celebrate this complexity. One may identify as \*\*First Nations, Inuit or Métis but, some may feel that they do not fit into these categories and may more readily identify with the term \*Indigenous, which is inclusive of complex identities. However, we also recognize that some are not comfortable being identified as \*Indigenous. Therefore, we use and understand the terms \*Indigenous and \*\*First Nations, Inuit and Métis to always mean “regardless of residency,” “regardless of relationship to the Crown,” and inclusive of the full complexity of our identities.

## Urban Reality

A majority of \*Indigenous people live in urban areas, and these voices are largely ignored, erased, undermined or silenced. Respect for and full inclusion of the dynamic, resilient and strong urban \*Indigenous communities and voices would lead to human rights advancement, culturally appropriate programs and services and significantly improved socio-economic conditions.

For decades, we have used our experience and creativity to shift from barely managing poverty to leading long term success, and provide strength and value-based services rooted in relationships. We know what works for urban communities and what is needed to address violence. However, we haven't been provided with adequate resources to ensure that we can properly support and provide services to the most vulnerable. Further, as most urban service delivery organizations are led and accessed by women, ignoring urban is also about ignoring urban \*Indigenous women.



## Defining Urban

Our definition is: \*\*First Nation, Inuit and Métis people living in small, medium and large communities, including rural, isolated and remote communities, which are: off-reserve; outside of their home community, community of origin or settlement; or outside of \*\*Inuit Nunangat (\*Inuit Homelands).

## Priorities

### Rights and Responsibilities

We are calling for the restoration of our roles and responsibilities, and the full enjoyment of all our human rights as Urban \*Indigenous women, girls, and 2SLGBTQQIA+ people. We are also mindful of our responsibilities to each other, the earth and our cultures. Accountability is critically important, and must include monitoring of meaningful and measurable goals and impacts, as well as consequences for all governments who fail to protect us and support our goal of a better life.

### 2SLGBTQQIA+ People

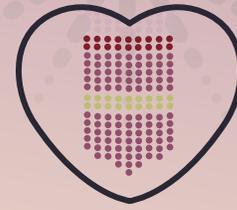
2SLGBTQQIA+ people have always existed and been a part of our communities. Their erasure and destruction of their traditional roles has resulted in increased violence and the loss of recognition and acknowledgement of their gifts. Restoring 2SLGBTQQIA+ people to power and place will be medicine for all.

### Resources

A bold, transformative approach would include the shifting of power, decision-making and additional consistent resources and support for urban communities and \*Indigenous-led organizations.

### Co-Development

Given the size and scope of this genocide, urban \*Indigenous women, girls and 2SLGBTQQIA+ people must contribute as equal partners to eradicate violence. This is not about creating new rights or political organizations. Instead, it is about meeting the needs of people and providing programs and services no matter where we may live.



## Next Steps

### Putting it All Together – An Urban Approach to End Violence

**We note that each region of the country will have their own priorities. Some urgent next steps include:**

#### Substantive equality and human rights for urban

##### \*Indigenous people

A National Urban \*Indigenous Strategy; a comprehensive strategy for children; anti-racism, -sexism, -homophobia and transphobia violence prevention programs; and a national \*Indigenous housing program, regardless of residency.

#### Grassroots solutions and decolonized approaches with survivors and families at the centre

Recognizing and supporting urban \*Indigenous expertise; and urban \*Indigenous communities have direct responsibility for research, planning, development and delivery of urban policies, programs and services.

### **Accountability and implementation tools**

A mapping exercise of programs and services providing a direct focus on anti-violence; establish self-identification data collection standards which include urban and 2SLGBTQQIA+ as categories; establish an oversight/monitoring body with the full participation of urban \*Indigenous people.

### **Distinctions-based, as defined in the National Inquiry Final Report**

Application of human rights with a focus on urban \*Indigenous/2SLGBTQQIA+ people; and strengthening and improving cultural safety/competency including public education campaigns.

### **Co-development of policy, programs, research and data collection, including urban \*Indigenous partners**

Ensuring all levels of all governments are committed to co-development; eliminate competition with mainstream providers for funding, with separate and distinct resources and approval processes to ensure equity.

### **Culture-based community development**

Client-centered and culture-based services that are responsive to client needs; urban land-based activities for healing, ceremonies, social and community events; and breaking down binary gender stereotypes.

### **Prevention-based approaches**

Expanded urban programs and services; support for entities by and for 2SLGBTQQIA+ people; independent child welfare oversight; and advance child protection jurisdictional challenges.

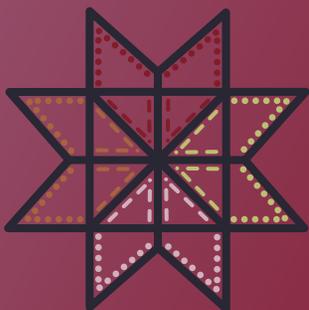
### **Intra- and inter-governmental coordination and collaboration**

Coordinated urban approaches to address jurisdictional wrangling/urban governance; and design and promote different justice responses.

### **FULL Urban Sub Working Group Report:**



[https://mmiwg2splusnationalactionplan.ca/wp-content/uploads/2021/06/NAP-Urban-Framework\\_EN.pdf](https://mmiwg2splusnationalactionplan.ca/wp-content/uploads/2021/06/NAP-Urban-Framework_EN.pdf)



## **Closing Statement**

This framework must be seen as the new starting point. It is a concrete plan that will be subject to continuous review, updates and improvements to ensure future standards never fall below this point. Our task is urgent, and it must be treated as the highest priority. Our lives literally depend on it.

# Congress of Aboriginal Peoples

Nearly 80% of Indigenous peoples live off-reserve in Canada today,<sup>43</sup> and experience widespread discrimination. Off reserve status and non-status Indians, Métis and Southern Inuit peoples are amongst the most socially and economically disadvantaged groups in Canadian society,<sup>44</sup> an unfortunate reality deeply rooted in colonialism and its impacts. There are severe and lasting damages to Indigenous peoples who are not recognized or registered. They experience poorer health, higher rates of poverty and violence, and are overrepresented in the Canadian justice and correctional system.<sup>45</sup> Indigenous women, girls, and 2SLGBTQQIA+ people are the most at risk of violence in urban centers: of known cases 70% of women and girls disappeared in urban areas and 60% were found murdered in an urban area.<sup>46</sup>



The Congress of Aboriginal Peoples (CAP) was first founded in 1971 as the Native Council of Canada. Originally established to represent the interests of Métis and non-status Indians, in 1993, the organization was reorganized and renamed as the Congress of Aboriginal Peoples. CAP arose as a representative for the “forgotten people” in response to the structural and systemic exclusion of Indigenous peoples in federal policy. Our constituency spans coast to coast with diverse Indigenous identities. CAP works collectively with its ten Provincial Territorial Organizations (PTOs) across Canada<sup>47</sup> to promote and advance the common interests, collective and individual rights, and needs of its constituents. CAP’s mandate is to improve the socio-economic conditions of off-reserve status and non-status Indians, Southern Inuit, and Métis living in urban, rural and remote areas.

In 2020 the Congress of Aboriginal Peoples held a summit and regional meetings in each PTO, bringing together representation from across Canada to review the Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls and identify constituent priorities. CAP is committed to all 231 Calls for Justice through action and policy change. The remainder of this CAP MMIWG National Action Plan Interim Report highlights the way forward toward improving outcomes for Indigenous women, girls and 2SLGBTQQIA+ people. As eloquently stated by one of CAP’s constituents, “*our children are looking to us to bridge the divides, look past our differences, master our fears and find a common humanity*”.

## Priorities

The six universal themes that underlie the CAP MMIWG National Action Plan:

- ★ **Recognition of human rights, Indigenous rights and inclusion:** CAP agrees with the Final Report of the NIMMIWG that human and Indigenous rights are complementary and grounded in the lived realities of those who experience injustice and must be both protected and upheld through new relationships.
- ★ **Mobility of rights:** Freedom of movement is an inherent Indigenous right. However, the legacy of the colonial Indian Act system is still being experienced. Indigenous peoples' have the right to access funding, services, and programming regardless of Status or residency.
- ★ **Access:** For Indigenous peoples, identity, mobility of rights and access are closely associated. Of primary concern are barriers to accessing programming in urban, rural, and northern remote settings that block the way to safety and security faced by some of the most vulnerable Indigenous populations.
- ★ **Inter-governmental coordination:** Clarification and resolution of historical and jurisdictional conflicts between governments in service delivery and responsibilities is essential for the health, wellness, and safety of Indigenous women and girls and 2SLGBTQQIA+ people.
- ★ **Accountability:** Rebuilding trust is critical in envisioning a country wherein Indigenous women and girls can expect to live in safety and their human and Indigenous rights to be respected. CAP supports the Indigenous-informed oversight and accountability measures highlighted in the Final Report of the NIMMIWG.
- ★ **School and public education:** Canadian institutions play a huge role in the success of the NIMMIWG through the creation of opportunities for the Canadian public to develop their knowledge through the creation of a national MMIWG database, centers of study, public education, training and professional development.

The focal point of the CAP MMIWG National Action Plan is the safety and wellbeing of Indigenous women's, girls, and 2SLGBTQQIA+ people. It highlights the need to ensure that the human and Indigenous rights of the urban and rural Indigenous populations are respected, regardless of status or residency. It embraces respectful, inclusive, and decolonized approaches challenging discriminatory colonial policies and practices of exclusion and inequity. It stresses that in order to guarantee a future where Indigenous women, girls, and 2SLGBTQQIA+ people feel safe it is important to ensure that the unique issues faced by urban and rural women, girls, and 2SLGBTQQIA+ people are part of each step.

The Congress of Aboriginal Peoples asserts that a positive cultural identity provides Indigenous women, girls, and 2SLGBTQQIA+ people with a sense of belonging, support, purpose, and self-worth. The CAP MMIWG National Action Plan embraces the concept of substantive equality to respond to the specific needs of Indigenous women, girls, and 2SLGBTQQIA+ people and the complex and unique diversity of Indigenous identities. It replaces exclusion, based on colonial constructed identities and discrimination, with inclusive and all-encompassing actions that benefit all women, girls, and 2SLGBTQQIA+ people who identify as Indigenous.

The CAP MMIWG National Action Plan identifies remedies to the systemic issues that continue to violate the freedom of Indigenous women's, girls, and 2SLGBTQQIA+ people to live where they choose and deny their right to access the services designed to keep them safe. It recognizes the role of partnership and intergovernmental coordination at all levels of government including Indigenous organizations and communities as a key pathway to address the historical issues that have had a long-standing impact on the safety and wellbeing of Indigenous women's, girls, and 2SLGBTQQIA+ people. Correspondingly, it clarifies those issues, jurisdictional and otherwise, that have resulted in barriers to adequate services and supports for Indigenous women and girls along status and residence lines. It seeks to rebuild trust and advocates for extensive oversight and accountability measures during the implementation phase. The success of the National Inquiry Calls for Justice requires the understanding and action of all Canadians, service providers, governments, and educational institutions.

Finally, the CAP MMIWG National Action Plan provides a path for collecting accurate, inclusive, far-reaching and impactful data that respects the right of CAP constituents to be counted.

## Closing Statement

This interim report is presented in memory of the status and non-status Indians, Métis and Southern Inuit women, girls, and 2SLGBTQQIA+ people in urban, rural, and remote who have gone missing and murdered. **The full report of the 2020 CAP Summit can be found at:**

 <http://www.abo-peoples.org/en/mmiwg/>

## Membership of National Action Plan Sub working Group of the Congress of Aboriginal Peoples

Chair: President & Chief Lisa Cooper, Native Council of Prince Edward Island

President Charlene Lavallee, Association of Métis, Non & Status Indians Saskatchewan

Chief and President Lorraine Augustine, Native Council of Nova Scotia

Elizabeth Blaney, MMIWG Special Advisor, Congress of Aboriginal Peoples

Richard Cooper, CAP National Youth Representative

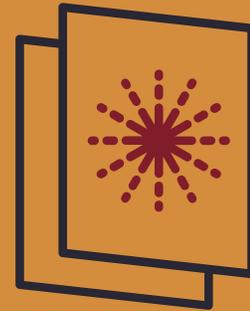
Jessica Dawson, Executive Manager and Communications, Congress of Aboriginal Peoples



# Federal Government

## Introductory Statement

The Federal Sub-Working Group was established in September 2020 to advise on the development of the federal component of the National Action Plan, which is the *Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ People*.



## Highlights/Current Progress

### Development of the Federal Pathway

- ★ The Federal Pathway is the Government of Canada’s proposed path forward to end violence against Indigenous women, girls and 2SLGBTQQIA+ people. It is also the federal government’s specific contribution to the National Action Plan.
- ★ The Federal Pathway takes a comprehensive and holistic approach to address the root causes of violence, and outlines the concrete commitments and actions that will be taken in four key areas:



Culture



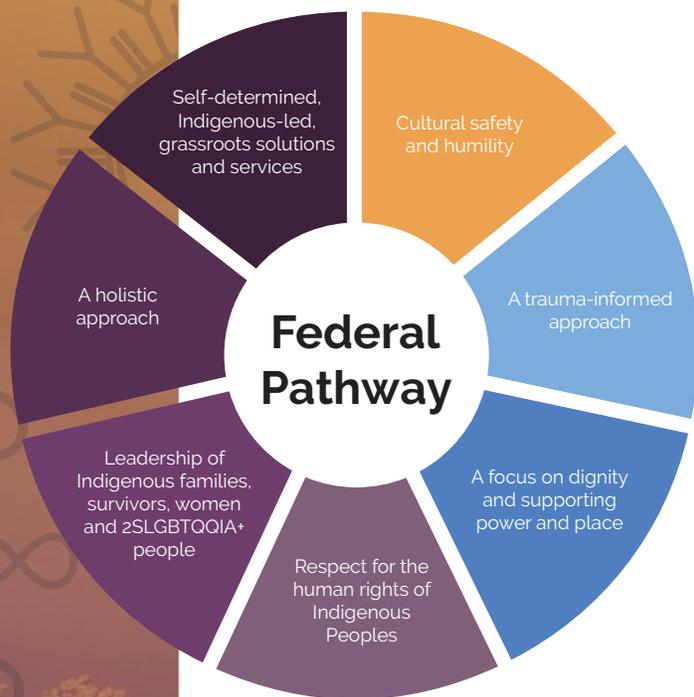
Health & Wellness



Human Safety & Security



Justice



- ★ The Federal Pathway is anchored in implementation principles that will guide the Government of Canada’s commitments into concrete and preventative action. They include:
  - ★ Cultural safety and humility
  - ★ A strengths-based family and community centred approach
  - ★ A focus on dignity and supporting power and place
  - ★ Respect for the human rights of Indigenous Peoples
  - ★ Leadership of Indigenous families, survivors, women and 2SLGBTQQIA+ people
  - ★ A holistic approach
  - ★ Self-determined, Indigenous-led, grassroots solutions and services

- ★ Notably, Budget 2021 made historic investments that will support the implementation of the Federal Pathway and directly contribute to ending violence against Indigenous women, girls and 2SLGBTQQIA+ people. The Government of Canada has proposed to invest \$2.2 billion over five years and \$160.9 million ongoing to respond to this national tragedy, as well as more than \$18 billion over the next five years to improve the quality of life of and create new opportunities for people living in Indigenous communities.
- ★ Indigenous women, girls and 2SLGBTQQIA+ people, families, survivors, children and communities are at the heart of these commitments, as well as in the implementation of these initiatives moving forward.

## Overview of Engagement Progress

- ★ The Federal Pathway was developed through an iterative engagement process with a wide range of partners, including families and survivors, Indigenous women, 2SLGBTQQIA+ people, grassroots organizers, Indigenous governments and organizations, the former National Inquiry Commissioners, provinces and territories, and over 20 federal departments.
- ★ The Federal Sub-Working Group engaged with the Indigenous-led National Action Plan structure that was established to lead the development of the National Action Plan. This structure includes a Core Working Group, National Family and Survivors Circle, Contributing Partners, and provincial/territorial representatives.

- ★ Federal departments also have their own engagement structures, in the form of advisory councils or engagement tables. Through these mechanisms, they have engaged and collaborated with Indigenous partners on the initiatives included in the Federal Pathway.
- ★ This engagement helped ensure that the Federal Pathway is inclusive, holistic and reflects the distinct and diverse perspectives, circumstances and needs of Indigenous Peoples across the country, no matter where they live.

## Priorities and Next Steps

- ★ The Federal Pathway is a living document that will continue to be adapted over time in partnership with Indigenous Peoples based on emerging needs and priorities.
- ★ Work will continue with Indigenous and provincial-territorial partners to develop a comprehensive Implementation Plan for the initiatives laid out in the Federal Pathway.
- ★ Next steps include:
  - ★ Developing a draft Implementation Plan by July 2021;
  - ★ Validating the draft Implementation Plan with the National Action Plan structure and other partners in July – August 2021; and,
  - ★ Finalizing and launching the Implementation Plan in Fall 2021.

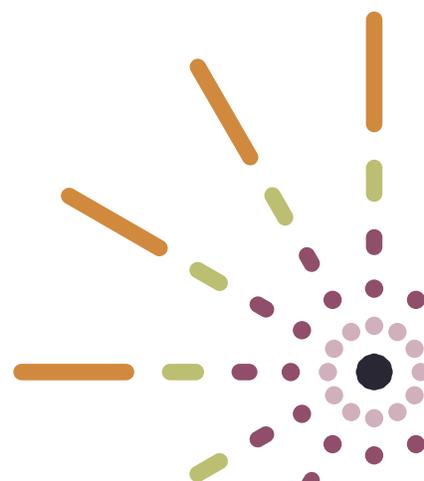
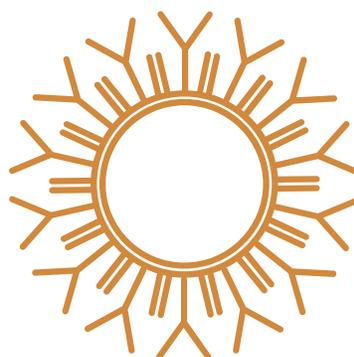
## Closing Statement

The federal government remains committed to continue working with partners to end violence against Indigenous women, girls and 2SLGBTQQIA+ people, and views the development and implementation of the Federal Pathway as an important step in that direction.

Ending this national tragedy requires a whole-of-government, and whole-of-Canada approach. It will require a concerted national effort from all people living in Canada and from all levels of governments from coast to coast to coast.

## Membership

The Federal Sub-Working Group is comprised of First Nations, Inuit and Métis representatives, as well as representatives at the Assistant Deputy Minister level from the following federal departments: Crown-Indigenous Relations and Northern Affairs Canada, Women and Gender Equality Canada, Employment and Social Development Canada, Public Safety Canada, Justice Canada, Canadian Heritage, Indigenous Services Canada, Statistics Canada, and the Royal Canadian Mounted Police.

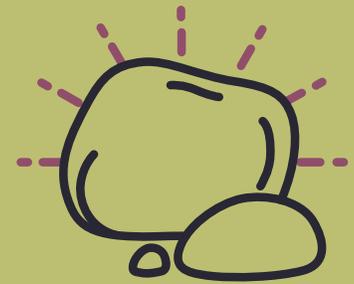




# Provinces and Territories

## Provincial and Territorial Ministers Missing and Murdered Indigenous Women and Girls Joint Statement

We, the Provincial and Territorial Ministers responsible for responding to the National Inquiry into Missing and Murdered Indigenous Women and Girls, believe that everyone has the right to live free from violence.



Indigenous women, girls and 2SLGBTQQIA+ people continue to be harmed by violence arising from racism, sexism, homophobia, transphobia and socio-economic inequity; the frequency of which has increased with the onset of the coronavirus pandemic in 2020.

We want to honour the families of missing and murdered loved ones in our commitment to work together, and to collaborate with survivors, families and people with lived experience in addressing the multiple, complex and deeply rooted factors that contribute to violence against Indigenous peoples. We honour their resilience and strength. They called for, and will continue to contribute to, building a responsive and Indigenous-led approach to ending endemic violence against Indigenous women, girls and 2SLGBTQQIA+ people in our country.

We aspire to a future where Indigenous women, girls, and 2SLGBTQQIA+ people experience equality, security and respect in a violence-free Canada.

We support the June 2020 joint statement on anti-racism and the January 2021 Joint Declaration for a Canada Free of Gender-Based Violence.<sup>48</sup> We will ensure our respective responses to the National Inquiry into Missing and Murdered Indigenous Women and Girls complement our collective efforts to address racism and gender-based violence.

Provinces and territories work at the regional and community level with a broad array of Indigenous peoples, communities, governments and organizations. The perspectives of these critical partners on what actions will be effective in addressing violence against Indigenous Peoples may differ from the Canada-wide view as actions reflect each jurisdiction's priorities and perspectives.



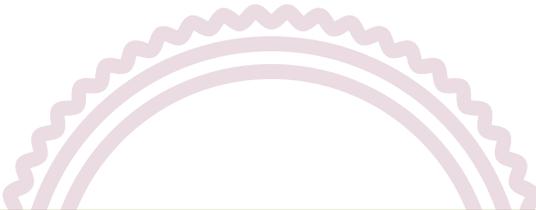
Diversity is one of our country's strengths. We will continue to work collaboratively within and between our jurisdictions, with Indigenous governments and partners, and with Indigenous women, girls and 2SLGBTQQIA+ people who have lived experience of violence. This will ensure the diversity of perspectives inform the foundation for the required changes to policies, initiatives and practices that best address the unique needs within our respective jurisdictions.

The coronavirus pandemic created challenges for advancing our collective efforts. Protecting and caring for Elders, traditional knowledge-keepers and loved ones became the primary focus of many Indigenous communities, peoples and all levels of government. As a result, our efforts proceeded differently. Web-based collaborations, online meetings and calls advanced some initiatives; however, public health measures limited meaningful community engagement and conversations with communities that provinces and territories think are essential to lasting change.

The National Action Plan is one step on a journey through which provinces and territories may establish shared goals and priorities with the federal government, and clarify areas of shared jurisdictional priority. Respecting the pace and priorities of Indigenous peoples and communities, each province and territory is pursuing further dialogue and engagement with Indigenous partners on actions they have already taken as well as those that will come in response to the National Inquiry's Calls for Justice.

Provincial and territorial governments, the federal government, Indigenous governments and partners, and all Canadians share a responsibility to lead the societal changes required to address these urgent and long-standing issues. We commit to building a solid foundation with our respective Indigenous partners to address the violence, racism and discrimination faced by Indigenous women, girls and 2SLGBTQQIA+ people.

Finally, as Provincial and Territorial Ministers, we commit to collaborating and encourage all Canadians to be part of the future where Indigenous women, girls, and 2SLGBTQQIA+ people live free of violence and discrimination.



## **Introduction**

### **Jurisdictional Content**

Building on this joint commitment, the information that follows provides the landscape of work underway in provinces and territories in responding to the Calls for Justice and addressing the root causes of violence against Indigenous women, girls and 2SLGBTQQIA+ people. It recognizes the significant work, engagement and collaboration underway within each jurisdiction - between government and Indigenous partners - and acknowledges that the journey is an ongoing one, with much more to be done. It also outlines where future collaborative action may be needed and welcomed. Finally, the chapter highlights the breadth of responses and acknowledges and celebrates the unique realities and perspectives of Indigenous communities and persons from coast to coast to coast. Provinces and territories look forward to reviewing the priorities and strategies outlined in the National Action Plan, as developed by the working groups, and to building on the work underway in each jurisdiction.



# Newfoundland and Labrador

## Minister Welcome

The province of Newfoundland and Labrador is the ancestral homelands of many diverse populations of Indigenous peoples who have contributed to 9,000 years of history including the Beothuk on the Island of Newfoundland. Today the province is home to diverse populations of Indigenous and other people. We acknowledge, with respect, their diverse histories and culture.

The Government of Newfoundland and Labrador (GNL) is committed to the prevention of violence against Indigenous women, girls, and persons who identify as Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Asexual (2SLGBTQQA+). June 3, 2021 marks the second anniversary of the release of *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*. GNL has undertaken a review of the 231 Calls for Justice and we continue to assess areas where policies and programming can be enhanced to address violence against Indigenous women, girls and persons who identify as 2SLGBTQQA+. Through this work we honour the courage and resilience of families and survivors who provided evidence and the experts and knowledge keepers that resulted in the 231 Calls for Justice.

## Highlights/Current Progress

GNL initiatives highlighted below are intended to provide examples of current and ongoing work that align with the four themes represented by the Calls for Justice in the final report of the National Inquiry: Culture, Health and Wellness, Safety and Human Security, and Justice. These examples are in no way representative of the totality of work being undertaken by GNL to improve the status and well-being of Indigenous women, girls and 2SLGBTQQA+ individuals in the province. Moving forward, GNL will continue to work in collaboration and partnership with Indigenous governments and organizations (IGOs) to identify potential long-term, grassroots and holistic initiatives designed to address the Calls for Justice while meeting the varying needs and priorities of Indigenous people in our province. Addressing the systemic causes of violence and racism that prevent Indigenous women, and girls and 2SLGBTQQA+ individuals from reaching their full potential in our province are, and will continue to be, a GNL priority.

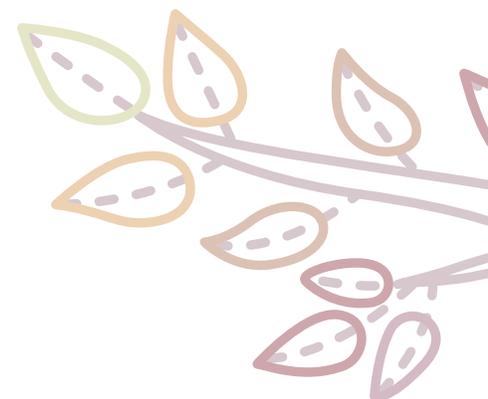


## Culture

- ★ GNL collaborated with IGOs through the Indigenous Education Advisory Committee and developed a framework on Indigenous Education for Newfoundland and Labrador. This articulates a plan to support implementation of authentic educational experiences for Indigenous students to see themselves reflected accurately and respectfully in curriculum and provides direction for revisions of existing curriculum and development of new curriculum that reflects the history, contributions, traditions, and culture of Indigenous Peoples.
- ★ GNL has enhanced service delivery to indigenous children and youth. Substantive changes have been made to the *Children, Youth and Families Act (CYFA)*, to support service delivery to Indigenous Children, Youth and their families. Within the CYFA, the best interest of a child or youth considers the importance of preserving, Indigenous child or youth's unique cultural identity, and the importance of family as the preferred environment for the care of the child.
- ★ GNL offers an *Indigenous Cultural Heritage Program* which supports Indigenous projects that involve the safeguarding of traditions and culture, including language; traditional knowledge and skills; storytelling, music, games and other pastimes; knowledge of the landscape; customs, cultural practices and beliefs; food customs; and living off the land.

## Health and Wellness

- ★ The Towards Recovery Indigenous Health Team is one of eight teams overseeing implementation of *Towards Recovery: A Vision for a Renewed Mental Health and Addictions System for Newfoundland and Labrador*. The Team has representation from all IGOs with authority over delivery of mental health and addictions services. The Team is co-chaired by Health and Community Services and a rotating co-chair from each IGO.
- ★ GNL established a cultural safety-training program through the Health Services Integration Fund (HSIF). The program was developed in partnership with the NL HSIF Advisory Committee and all IGOs that have involvement in health services to improve cultural safety in healthcare.
- ★ GNL is currently developing a comprehensive provincial suicide prevention plan titled: *Life promotion Suicide Prevention Plan*. This plan has been informed in consultation with Indigenous communities and Indigenous health leaders. These consultations on the suicide prevention plan will help ensure the unique perspectives of Innu, Inuit, and Mi'kmaq communities are incorporated into prevention and promotion, intervention and treatment, and postvention and follow-up supports.





## Safety and Security

- ★ GNL through the *Working Together for Violence Free Communities Action Plan*, also commits to working with Indigenous communities to develop their own culturally-appropriate solutions and interventions to prevent violence against women and children. This includes engaging Indigenous governments and communities in building the leadership capacity of Indigenous women, and supporting Indigenous men and boys in their efforts to reject and prevent all forms of violence. One specific example of this is the Indigenous Violence Prevention grants that take a holistic approach to violence prevention led by Indigenous communities. The foundation of this plan still guides GNL's work as we continue towards next steps that are targeted and solution focused.

## Justice

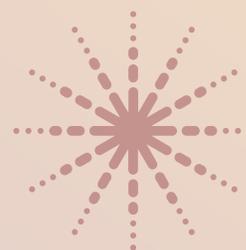
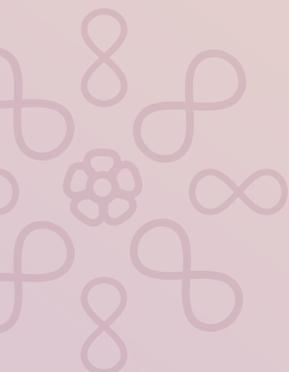
- ★ GNL offers cultural competency and trauma-informed training to justice-sector employees to educate and inform staff of Indigenous cultures and traditions to improve the interactions and experiences of Indigenous people within the justice system.
- ★ GNL offers culturally appropriate services at the Labrador Correctional Centre and the Newfoundland and Labrador Correctional Centre for Women through partnerships with the Sheshatshiu Innu First Nation and First Light, St. John's Friendship Centre.

## Priorities

GNL recognizes that the first step in advancing our commitment to address the Calls for Justice is to engage with Indigenous leaders and communities. This engagement will be meaningful, respectful, and culturally-appropriate and will include Indigenous leaders, elders and knowledge holders.

## Concluding Remarks

GNL will continue to advance the necessary work in response to the final report of the National Inquiry, including continuing work with our partners on the National Action Plan and its implementation.





# Prince Edward Island

## Introduction

### A Message from the Premier of Prince Edward Island

As Premier of the Province of Prince Edward Island, I am pleased to provide our jurisdiction's progress towards implementing the Missing and Murdered Indigenous Women and Girls Calls for Justice. This work signifies PEI's commitment to ending violence against Indigenous women and girls and provides an update of existing and ongoing initiatives to address these issues.

In March 2020, recognizing that a review and implementation of the Calls for Justice will require an effort across all departments, Executive Council approved a process to establish an Interdepartmental Working Group and an Indigenous Working Group to determine and coordinate priorities, next steps, and future actions within the provincial jurisdiction. I am proud of the close collaboration over the past year between the Province, the Lennox Island First Nation, Abegweit First Nation, the PEI Aboriginal Women's Association, Mi'kmaq Confederacy of PEI and the Native Council of PEI through the MMIWG Indigenous Working Group. To date, PEI has tabled in the Provincial Legislature two updates that provide an overview of initiatives the Province of Prince Edward Island has undertaken in recent years to improve the overall health, safety and wellbeing of the Mi'kmaq and other Indigenous people on Prince Edward Island.

The Province remains firmly committed to working together to advance reconciliation and achieve positive and lasting outcomes for the Mi'kmaq and all Indigenous people on the Island.

## Current Progress in Prince Edward Island

The implementation of the Calls for Justice will require extensive coordination across jurisdictions and departments at all levels of government. The Government of PEI has taken a staged approach to the work of implementing recommendations in the Final Report.

Since the release of the Final Report on Missing and Murdered Indigenous Women and Girls, the Government of PEI has committed to reporting on the status of the implementation of the Calls for Justice through a report tabled in the Legislative Assembly each spring. In order to chart a path forward, it is important to have a clear idea of where we are and where we have been. As a first stage of approach, information was gathered across government departments to report on any work related to MMIWG and the Calls for Justice completed or ongoing.

This preliminary report was tabled in the Legislative Assembly in June 2020 and can be found [here](#).

Looking forward, the Province of PEI has endeavored to center the perspectives and voices of Indigenous people in a process of engagement and collaboration that advances the work of addressing violence against Indigenous women and girls and responding to the Calls for Justice Recommendations.

In Spring 2020, the Government of PEI established a Coordinating Committee with representatives from the Indigenous Relations Secretariat, Interministerial Women's Secretariat, and Justice and Public Safety Victim Services. The Committee was tasked with developing a process to respond to the Calls for Justice and advance the work of eliminating violence against Indigenous women and girls. Through this process, two working groups were created; an Indigenous Working Group and an Interdepartmental Working Group.

The Indigenous Working Group consists of representatives appointed by Lennox Island First Nation, Abegweit First Nation, PEI Aboriginal Women's Association, Mi'kmaq Confederacy of PEI, and the Native Council of PEI. Through a number of meetings over the last year, the Coordinating Committee has worked closely with the Indigenous Working Group to gather ideas to inform concrete actions to address the most immediate priorities of the Indigenous community in PEI and advance the implementation of the Calls for Justice.

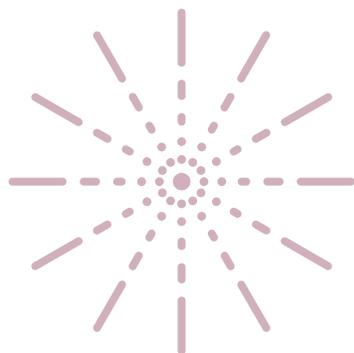
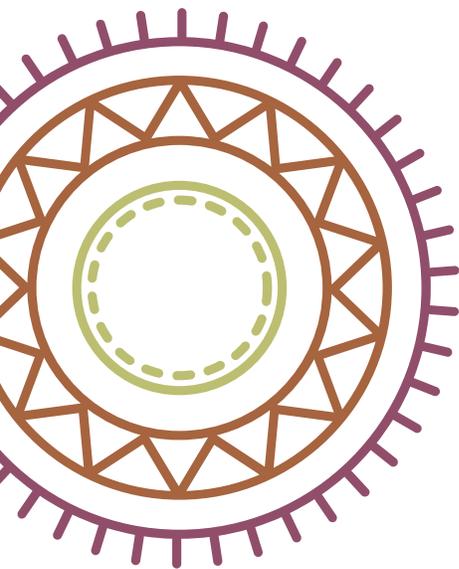
The Interdepartmental Working Group includes representatives from each provincial government department and works in conjunction with the Indigenous Working Group. These representatives advance the work of addressing the Calls for Justice by identifying opportunities within their respective departments that meet the recommendations set out in the Final Report and assist in the coordination of information flow for reporting purposes.

## Priorities and Next Steps

Prince Edward Island's second status report on MMIWG was tabled in the Legislative Assembly on May 5, 2021. The full report can be accessed [here](#). This report not only details the work related to MMIWG being done by Departments, but in collaboration with the Indigenous Working Group, the Government of PEI has also identified immediate action items informed by the priorities outlined by the Indigenous Working Group. These include:

- ★ the development of an Indigenous Health Navigator
- ★ a dedicated funding stream for Indigenous housing
- ★ a fund to support the organizations represented on the Indigenous Working Group in their ongoing participation in this process
- ★ compulsory cultural training for the public service to enhance education and understanding of Indigenous history in Canada and the impacts of colonialism and intergenerational trauma

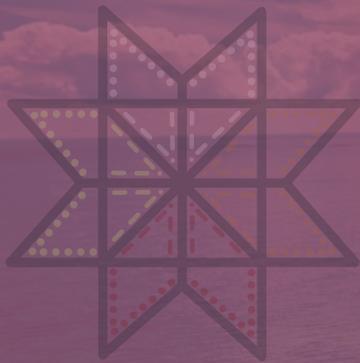
Through this process, it is of utmost importance that we ensure that we are listening to the Indigenous community. These immediate actions are meant to address some of the crucial themes that emerged over the course of the Indigenous Working Group meetings; better access to health care for Indigenous people, more education and awareness of Indigenous issues in the general public, an increased need for housing, and support for communities and organizations to continue MMIWG work. The above commitments are also meant to complement the work already underway in government. The Government of PEI recognizes that these commitments do not represent an exhaustive effort to address the Calls for Justice, nor do they represent the entirety of the priorities outlined by the Indigenous Working Group; they represent a point on a continuum as we move forward in the implementation of the Calls for Justice.



## Closing

The Government of PEI is proud of the progress we have made to respond to the Calls for Justice since the Final Report was released. We know, however, that there is a lot more to be done to ensure better outcomes for Indigenous people in PEI and across the country. Tackling systemic issues of racism, colonialism, and the resulting intergenerational trauma does not make for light work; it will require a strategic and concerted effort that pays attention to a complex spectrum of social, economic, historical, cultural, and political factors. Through the process we have developed, we hope to create a foundation from which we can build upon to tackle the forces of oppression through a collaborative effort that places Indigenous voices and perspectives at the center of this work.

I would like to extend special thanks to the PEI Mi'kmaq First Nations and Island Indigenous organizations for their guidance and engagement in this process. Their ongoing advice and feedback will act as a compass as we navigate the path forward to ending violence against Indigenous women and girls together.



# Nova Scotia

“The Province of Nova Scotia continues to trailblaze our country for the 231 Calls for Justice. There is so much work to do! In my heart, I know that with continued support, a true path of advocacy, and collaboration, we will continue to lead and show the rest of our Nation what true reconciliation looks like.”

*Chief Annie Bernard-Daisley, Lead Chief, Mi'kmaw Women, Assembly of Nova Scotia Mi'kmaq Chiefs*

“Responding to the Calls for Justice is something that we need to do together. The phrase ‘nothing about us, without us’ reminds us to centre the experiences and wisdom of Indigenous women, girls, and 2SLGBTQQIA+ people. I value the strong leadership and dedication of Mi'kmaw women as we build our forward path in Nova Scotia”.

*Hon. Kelly Regan, Minister Responsible for the Advisory Council on the Status of Women*

## Introductory Statement

We honour all survivors, family members, those lost to violence, and everyone affected by ongoing experiences of violence. Before, during, and after the National Inquiry, the Mi'kmaq and the Province of Nova Scotia embraced a collaborative approach that kept families and survivors at the centre of our work. We have a strong relationship, built on respect, understanding, and shared work over many years. This foundation includes formal and informal structures and relationships that have helped us to have meaningful conversations about what needs to change to improve health, social, and economic opportunities, and outcomes. We are committed to eliminating violence against Indigenous women, girls, and 2SLGBTQQIA+ people, and strengthening community safety and wellbeing.

Over many years, we have strengthened capacity and relationships to advance our collective work, supported families, participated in roundtables, held marches and vigils to remember those who are missing or who have been murdered. The Mi'kmaw Women Leaders Network is an example of a strong, organic partnership between Indigenous women's organizations, women leaders, and provincial government, created to ensure that families are safe and supported, before, during, and after the Inquiry. This Network hosted ceremonies to welcome families and Commissioners to the first hearing held in a First Nation community – in Membertou in October 2017 – and continues to support families. Our collaborative FILU Community Outreach Specialist model meets families where they are, in ways that are culturally appropriate, trauma informed, and built on trust.



## Current Progress

The principles that guided our approach throughout the Inquiry – honouring relationships, keeping families at the centre, and collaboration and partnership – continue to guide our work and actions taken to date to respond to the Calls for Justice in Nova Scotia. Following the release of the Final Report, respective women leaders from the Province, Assembly of Nova Scotia Mi'kmaq Chiefs, and the Nova Scotia Native Women's Association (NSNWA) met to determine the best path forward. We agreed to a collaborative approach that centres Indigenous women's leadership – a commitment that acknowledges their rightful power and place. NSNWA has been identified as the lead and is working closely with Mi'kmaq families, communities, and organizations, as well as the NS Status of Women office and the Office of L'nu Affairs. This approach builds on grassroots experiences and engages partners to deepen connections and identify meaningful actions to ensure the safety and wellbeing of Indigenous women, girls, 2SLGBTQQA+ people, families, and communities.

While we develop our forward path together, we continue to work to address issues identified in the Final Report – and by the Mi'kmaq – in a collaborative way. In 2019, the Province secured stable operational funding for the NSNWA. This commitment ensures sustainability for the organization to continue to develop responsive, trauma-informed, Indigenous-women led programs and supports, and leverage project-based funding from a stable foundation. For example, NSNWA secured funding from

WAGE to develop a Nova Scotia Indigenous Human Trafficking Strategy over the next three years. In 2019, the Mi'kmaq Native Friendship Centre opened the first Indigenous second-stage housing project in Nova Scotia, which offers transitional housing and culturally appropriate supports for Indigenous women and children leaving domestic violence. In 2020, the Province supported re-opening the Jane Paul Indigenous Women's Resource Centre, which provides supports to Indigenous women off-reserve in Sydney, many of whom live with complex and intersecting realities of homelessness, poverty, violence, addiction, and multiple system interactions.

These commitments are steps in the right direction – and we know there is more to be done. Visionary initiatives such as the NSNWA's Resilience Centre – a space for Indigenous women-led, trauma-informed, culturally appropriate services and supports – will support long-term healing, wellness, and self-determination. The Mi'kmaq, Canada, and Nova Scotia are engaged in significant transformation efforts – including Maw-kleyu-kik Knijannaq (Mi'kmaq Child Welfare Initiative), and the development of Tajikeimik (Mi'kmaq Health & Wellness Authority) – that aim to address systemic factors that contribute to health and social inequalities.

We have seen the positive impact of such agreements on educational outcomes in our province (Mi'kmaw Kina'matnewey, the Mi'kmaw Education Authority), and continue to seek opportunities for structural, legislative, and policy frameworks that will write a new chapter in our relationship.

We are working to connect and integrate our responses and actions into important and strategic provincial initiatives – such as *Standing Together*, our action plan to prevent domestic violence, our Poverty Reduction Strategy, our Culture Action Plan, Treaty Education, and the development of an Indigenous Justice Action Plan – leveraging opportunities for holistic and meaningful change.

## Priorities and Next Steps

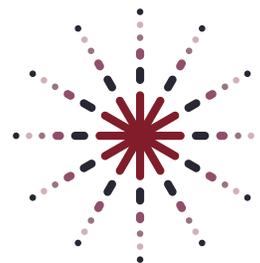
Collaborative engagement to guide our implementation plan is ongoing, and is focused on key areas:

- ★ Engagement with family members, survivors, and 2SLGBTQQIA+ people to gather perspectives on needs, opportunities, and priorities specific to Nova Scotia. Annual family and survivor gatherings continue to ground what matters most.
- ★ Research embracing a nationhood approach, traditional research methods, and a comprehensive environmental scan to identify alignments, gaps, and preliminary recommendations.

- ★ Workshops with leadership, community organizations, and partners. Coordination with the Mi'kmaq-Nova Scotia-Canada Tripartite Forum to align actions and complement TRC priorities.
- ★ Raise awareness of the context and impacts of MMIWG in Nova Scotia, through development of a communications strategy and materials.

## Closing Statement

We are on a path to write a new story together – one that centres Indigenous women's leadership, strengthens relationships, and focuses on healing, wellness, and resilience. The examples shared in this document are part of our story so far – of working together to find new ways to address root causes and challenges, and build on strength, courage, and hope. We commit to continuing to work collaboratively and holistically on interrelated priorities – health, wellness, culture, safety, gender-based violence, economic security, justice – to build a better future. In creating the right forward path for Nova Scotia, we know that collaboration with partners, including Indigenous, provincial, territorial, and federal governments, will be required. We will continue to seek opportunities for partnership and collective action to build a country that is safe for everyone.





# New Brunswick

## Introductory Statement

### Statement from the Hon. Tammy Scott-Wallace, Minister responsible for Women's Equality

New Brunswick will forever honour the memory of all missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people. They will not be forgotten. Their truths will live on through the deliberate and thoughtful steps we take together to end violence.

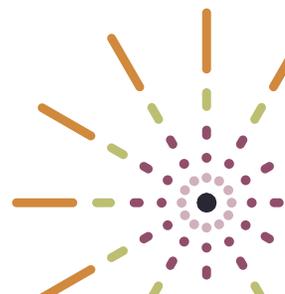
We also celebrate the strength, power and resilience of Indigenous persons, Indigenous culture and values. The New Brunswick Advisory Committee on Violence Against Aboriginal Women is composed of individual Aboriginal women representing communities and organizations who exemplify this strength and resilience. Their wise council has and will continue to inform New Brunswick's response. They keep our collective work grounded in the truths and realities of Indigenous women.

New Brunswick is committed to improving the safety, security and well-being of Indigenous women, girls and 2SLGBTQQIA+ people. Through collaborative work and engagement, we are creating the foundation for working in partnership with First Nations communities and Indigenous peoples to prevent future violence, and envision a future where survivors, families, and communities affected by violence, have the opportunity to heal and move forward.

## Current Progress

The government of New Brunswick is developing its response to help improve outcomes for Indigenous women, girls, and 2SLGBTQQIA+ people. That response will build on positive actions underway, as part of the government's commitment to address violence against Indigenous women and girls and the Calls for Justice in the area of safety, justice, culture, wellness and economic opportunity. The following examples highlight some of the work underway:

- ★ The New Brunswick Silent Witness project video documentary "Silent Witness Journey: Two women's stories" creates greater awareness of missing and murdered aboriginal women and girls. [The Silent Witness Journey: Two Women's Stories - YouTube](#)
- ★ The Indigenous Domestic Violence Outreach Pilot Program, an Indigenous led and culturally sensitive service, is making a difference in supporting women living in or leaving abusive relationships in three First Nations communities and off-community in the Miramichi region.
- ★ The New Brunswick Fetal Alcohol Spectrum Disorder Centre of Excellence has developed and launched a unique model called "Dreamcatcher", which ensures a culturally appropriate delivery of services to First Nations clients and families.

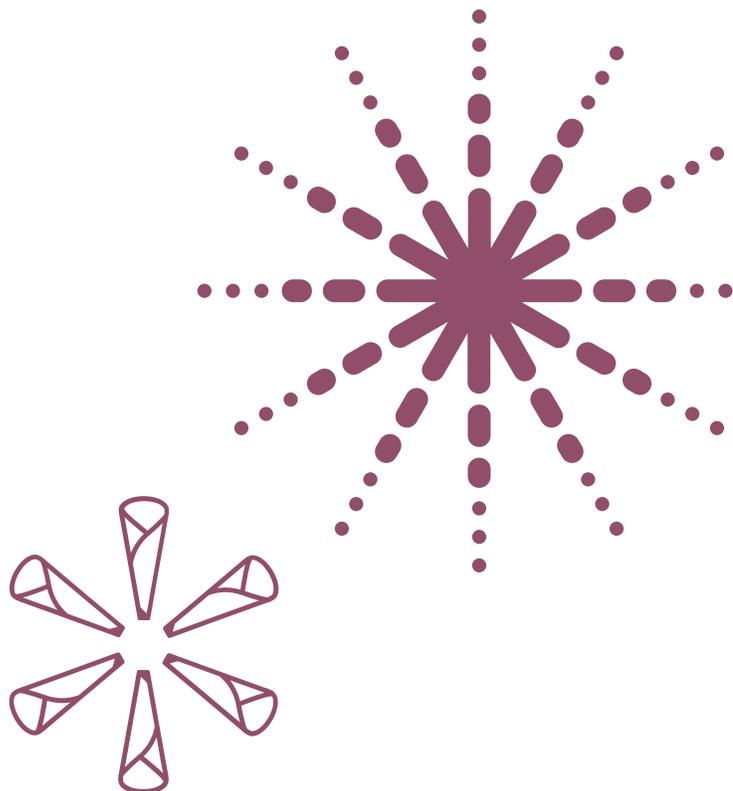


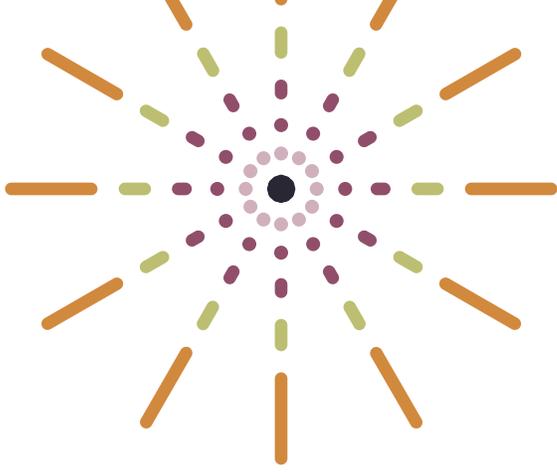
- ★ The Awakening Cultural Identity and Spirit program connects Indigenous justice-involved clients (offenders) with Traditional Elders to provide healing, spiritual and cultural teachings.
- ★ The NB Public Library Services has established a Strategic Plan for Indigenous Library Services focused on: building vibrant collections that are shaped by Indigenous voices; sharing stories and building knowledge of local Indigenous histories, cultures and languages; creating welcoming and trusted places for Indigenous peoples; reaching out and supporting Indigenous community development.
- ★ Future Wabanaki, is an experiential education initiative aimed at ensuring equal access for Indigenous university students wanting to benefit from meaningful work experiences while studying.

To build on these initiatives and identify new areas of much needed focus, New Brunswick held engagement sessions with the NB Advisory Committee on Violence against Aboriginal Women and several First Nation communities, Indigenous partners, organizations and communities. They identified as critical needs: a focus on youth, the provision of culturally safe and appropriate supports, addressing gender inequality, mental health and addictions, and increasing meaningful opportunities. They also identified the uniqueness of each community and the diverse realities of Indigenous persons depending on whether they live in community or off, rural or urban.

Engagement also led to the identification of key principles through which all partners can and must work together to affect change and improve the safety of Indigenous women, girls, and 2SLGBTQQIA+ people. They are:

- ★ Indigenous Woman Centered
- ★ Valuing culture
- ★ Working in partnership
- ★ Building trusting relationships
- ★ Family participation and peer support
- ★ Respect, dignity and compassion
- ★ Interdisciplinary systemic approach
- ★ Co-creation





## Priorities and Next Steps

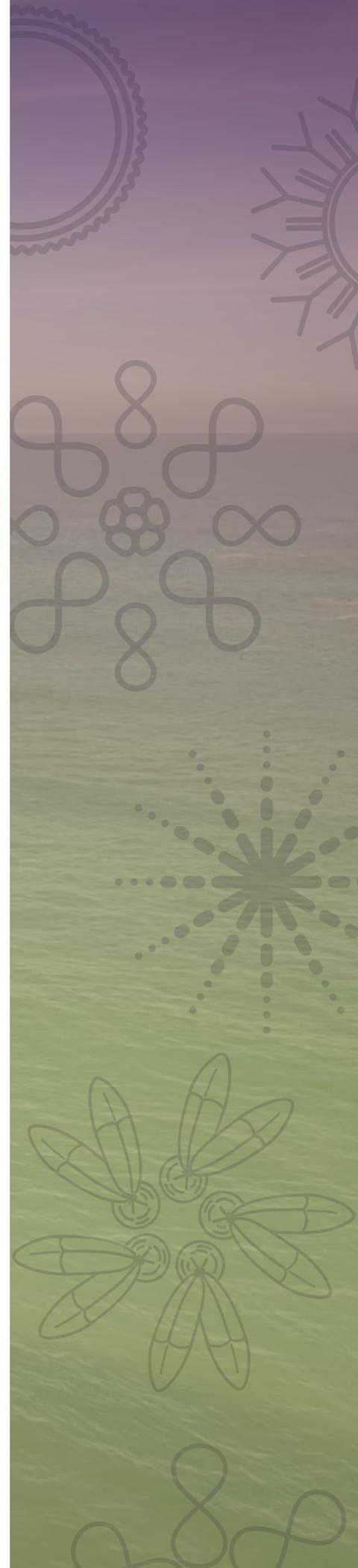
### New Brunswick's Path Forward

The government of New Brunswick will formulate its own response to the National Inquiry by the fall of 2021. The development of New Brunswick's path forward will respect the principles for change identified in partnership with the Advisory Committee, build on the perspectives learned through engagement and improve on current initiatives to create measurable change. New Brunswick's response will be based on reflection and learning with a view towards advancing reconciliation, righting historical wrongs and ending violence. It is rooted in the sharing of personal truths, with Elders, communities and family members. We will take an interdisciplinary systemic approach to leading change.

## Closing Statement

An effective National Action Plan will be one where all governments, federal, provincial, territorial and Indigenous, work together to make change happen.

Priorities for a National Action Plan must be informed by the voices of Indigenous women, nationally, but also at the local level. It is why in New Brunswick we have been engaging with Indigenous communities, the NB Advisory Committee on Violence against Aboriginal Women as well as government departments, service providers and community partners to inform areas of priority for our province. New Brunswick's approach to improving outcomes, relationships and equality for Indigenous people, will be first and foremost informed by Indigenous people. Continued dialogue, partnership and engagement will be critical.





# Quebec

## Québec\*

The recent media focus on various types of violence experienced by Indigenous women and girls has made a significant contribution to raising awareness in Québec. More specifically, it has highlighted major sex-based discrimination issues, and the specific vulnerability of Indigenous women.

In recent years, Québec has taken action to shed light on and address these issues. On August 9, 2016, following the creation of the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG) at the federal level, the Québec government mandated the commission to investigate and report on systemic causes of violence against Indigenous women and girls in Québec and make recommendations for concrete and sustainable actions that can be put in place to prevent situations of violence. This mandate allowed the NIMMIWG commissioners to conduct their work in areas under Québec's jurisdiction.

In addition, on December 21, 2016, the Québec government established the Commission d'enquête sur les relations entre les Autochtones et certains services publics au Québec (the Viens Commission) following allegations of sexual offences and violence committed by police officers in Val-d'Or against Indigenous women in circumstances of vulnerability.

On June 3, 2019, the NIMMIWG released its final report, applicable to all governments, and a specific report containing 21 recommendations for Québec.

A few months later, on September 30, the Viens Commission filed its own report, containing 142 recommendations. The government immediately committed to implement the recommendations. A process that meets the priorities of the Indigenous communities and takes into account the specific context in Québec has been set up to prioritize and implement the recommendations of the two inquiry commissions.

The Québec government is resolved, first, to combat various factors of vulnerability affecting Indigenous women and girls and, second, to promote full empowerment to allow them to contribute fully to the development of the communities and other environments of which they form an essential part. Québec can, in particular, cite the following achievements:

- ★ The release, in June 2017, of the *Government Action Plan for the Social and Cultural Development of the First Nations and Inuit 2017-2022*<sup>49</sup> which contains 26 measures to benefit Indigenous women and girls.

\*Québec supports the shared objective of combating violence against Indigenous women and girls and, as indicated in this section, is implementing its own actions in its areas of jurisdiction. Québec also supports the idea of a pan-Canadian action plan, provided it is drawn up with input from all partners.

One of its key aims is to improve living conditions for Indigenous women. Specific measures address the following issues: sexual assault and spousal and family violence, complementarity between women and men as regards economic empowerment and social and political leadership.

- ★ The creation of an Indigenous women's working committee, bringing together organizations defending the rights of First Nations women and Inuit women in Nunavik and various government departments and bodies, with the goal of promoting joint action on issues specific to Indigenous women.
- ★ A measure in the 2018 budget to provide \$14.4 million in funding for measures to combat spousal and family violence affecting the First Nations and Inuit. Several partnership agreements have been signed with Indigenous partners to support projects to raise awareness and prevent spousal and family violence.
- ★ A measure in the 2020 budget to provide \$200 million over five years to implement the recommendations of the two inquiry commissions. Meetings with Indigenous chiefs and representatives have led to agreement on sixteen actions concerning, in particular, culturally-secure approaches in the health and social services system, improved training and methods for Indigenous police forces, awareness training on Indigenous realities for public service employees, the justice system,

assistance for the victims of crime, the prevention of violence against Indigenous women and families, and an awareness-raising campaign to fight racism and discrimination against Indigenous people. Other measures will be announced before the end of 2021.

- ★ The tabling in the National Assembly, on December 9, 2020, of Bill 79, *An Act to authorize the communication of personal information to the families of Indigenous children who went missing or died after being admitted to an institution*. The Bill is a response to call for justice no. 20 in the NIMMIWG report.

The Québec government sees Indigenous women as playing an essential role. They not only constitute, within their communities, a vulnerable group whose living conditions must be improved, but they are also social anchors for both their families and their communities, and this role must receive recognition. They offer enormous potential for change, which must be encouraged. The Québec government will continue to implement the NIMMIWG recommendations as part of the process it has established with its Indigenous partners, and will deploy a range of actions connected with prevention and intervention in the area of violence against Indigenous women and girls. Québec is determined to improve the living conditions and meet the specific needs of Indigenous women in Québec.

**Ian Lafrenière**  
**Ministre responsable des Affaires autochtones**



## Schedule

### Public Inquiry Commission On Relations Between Indigenous Peoples And Certain Public Services In Québec And National Inquiry Into Missing And Murdered Indigenous Women And Girls

Measures announced on May 21, 2021 by the Québec government. An amount of \$200 million has been allocated by the Québec government to respond to the calls for action made by the two commissions of inquiry. Other announcements will follow.

### Measures

Implementation of culturally-secure approaches in the health and social services sector, working with partners

Support for the implementation of two pilot projects for housing centres for Indigenous students (measure enriched in December 2020)

Intervention and training for Indigenous police forces in the area of domestic violence, sexual assault and intra-family violence

Cooperation, support and reinforcement for Indigenous police forces

Increased access to the First Nation Basic program in police patrolling for aspiring police officers hired by Indigenous police forces

Increased access to professional upgrading programs at the École nationale de police du Québec for more Indigenous police officers

Hiring of Indigenous liaison officers at the office of the Police Ethics Commissioner and the Laboratoire de science judiciaire et de médecine légale

Development and dispensing of training programs for correctional services employees

Financial support for prevention and intervention projects, organized by and for Indigenous women and girls, in connection with sexual exploitation and other forms of sexual violence

Development of specific modules on key issues to improve general online training on Indigenous realities for government employees in the public and parapublic sectors

Creation of an awareness-raising campaign to combat racism and discrimination against Indigenous people

Funding and support for the development of adapted interventions by CAVACs in Indigenous communities to ensure culturally relevant and secure services for victims of crime

Agreements with Indigenous organizations to train, accredit and hire Indigenous-language interpreters for the courts

Funding for parajudicial advisors (new agreements, improved conditions and increased remuneration)



# Ontario

## Introductory Statement

On May 27, 2021, Ontario released *Pathways to Safety: Ontario's Strategy in Response to the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*, the province's response to the National Inquiry. We are grateful for the strong, resilient voices of Indigenous women, girls and Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and Asexual plus (2SLGBTQQIA+) people who bravely shared their experiences and offered their advice and expertise to guide our path forward.

Ontario's whole-of-government strategy seeks to address the complex and long-standing root causes of violence against women, girls and 2SLGBTQQIA+ people. Ontario is building a future where all Indigenous women, children and 2SLGBTQQIA+ people live in safety and security, free from violence and exploitation, supported by accountable and ongoing systemic and structural changes.

## Current Progress

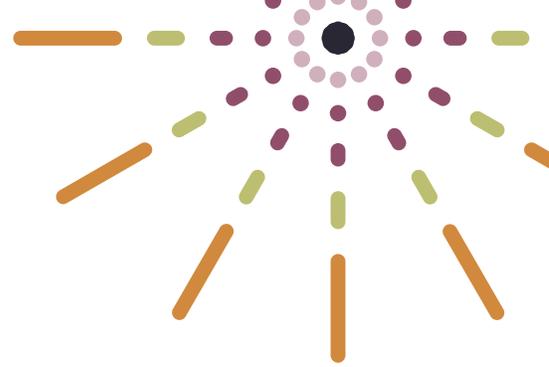
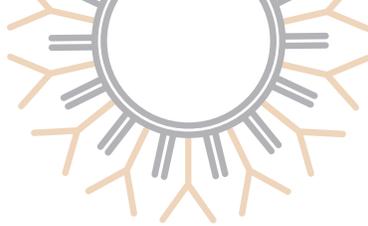
Ontario worked in collaboration with the Indigenous Women's Advisory Council to develop Pathways to Safety. Members of the Council are Indigenous women and 2SLGBTQQIA+ leaders and violence prevention experts from across the province.

Ontario has a strong foundation of well-established initiatives that have demonstrated positive outcomes – initiatives Indigenous partners have named as wise practices that should be followed. Some of the key initiatives being bolstered under the Strategy include: Ontario's Anti-Human Trafficking Strategy; a distinct Indigenous approach to Child Welfare Redesign; the Family Well-Being Program; and, the Indigenous Healing and Wellness program.

Fulfilling the 231 Calls for Justice will require long-term, ongoing, systemic, structural, government-wide actions guided by the following principles:

- ★ Anti-Indigenous racism and equity
- ★ Partnership and collaboration
- ★ Local, specific and tailored interventions
- ★ Sustainability, responsibility and accountability.

Ontario's strategy integrates initiatives across 12 ministries to support six pathways for action connected to the four principles identified by the National Inquiry. The actions under these six pathways will help create the systemic changes required to eliminate the root causes of violence, restore Indigenous women, girls and 2SLGBTQQIA+ peoples' power and place within society, and advance meaningful reconciliation.



## Pathways for Action:

### ★ Pathway to Safety and Security: Prevention and Healing:

- ★ Promoting safety, healing and wellness for Indigenous women, girls and 2SLGBTQQIA+ people through prevention-focused resources, investments and programs.

### ★ Pathway to Culture: Education and Language:

- ★ Focusing on Indigenous-informed approaches to education, training, employment and language revitalization in First Nation, Inuit, Métis and urban Indigenous communities.

### ★ Pathway to Health and Well-Being: Community-Led Renewal and Restoration:

- ★ Ensuring Indigenous women and 2SLGBTQQIA+-centered approaches to health system delivery, including programs and services to improve access, promote safety, and increase culturally relevant services across Ontario.

### ★ Pathway to Justice: Systems Transformation and Structural Change:

- ★ Focusing on systems-wide transformation informed by Indigenous perspectives in priority areas including justice, policing, and child welfare.

### ★ Pathway to Responsibility and Accountability:

- ★ Delivering strong accountability measures, including a performance measurement framework and an annual progress report together with Indigenous partners to be released annually on or before June 3<sup>rd</sup>.

### ★ Pathway to Identifying and Addressing Systemic Anti-Indigenous Racism and Indigenous Gender Based Analysis:

- ★ Focusing on a government-wide approach to addressing anti-Indigenous racism and developing an Indigenous gender-based analysis approach to inform Ontario's strategy.



## Priorities and Next Steps

An integral part of Ontario's strategy is to work with Indigenous partners to develop a performance measurement framework, to report publicly on progress, and to identify areas for further work. Strengthened by this renewed commitment to meaningful progress, Ontario will continue to collaborate with Indigenous partners, including the Indigenous Women's Advisory Council, to ensure Indigenous voices guide implementation of the strategy.

## Closing Statement

Ontario is building upon the strong work we have done together and focusing on advancing cross-cutting change across all sectors of society to more fully respond to the complex and long-standing issues that continue to impact Indigenous women, girls and 2SLGBTQIA+ people. In partnership with Indigenous leaders and organizations, we will continue on these pathways to safety by confronting and eliminating the root causes of violence so future generations of Indigenous women, girls and 2SLGBTQIA+ people are safe to live their lives free from violence.

As Ontario looks forward, we are working with the guidance of Indigenous partners to address the overrepresentation of Indigenous youth in the justice system. We are improving access to health services, supporting postsecondary Indigenous learners and addressing widespread systemic racism experienced by Indigenous peoples in our health care system. Finally, Ontario will build improved awareness of anti-Indigenous racism among the Ontario Public Service.





## Introductory Statement

As we mark the second anniversary of the release of the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, we acknowledge and honour the Indigenous women, girls, 2SLGBTQQIA+ people, families and communities who have lost loved ones to this unspeakable national tragedy and we further acknowledge and honour survivors who have experienced trauma and violence.

The tragedy of missing and murdered Indigenous women and girls is deeply felt in Manitoba. It is imperative that we continue to honour the memories of those who have been taken and that we support those who have been impacted.

On August 24, 2016, Manitoba joined with other provinces and territories and affirmed its participation in the National Inquiry as a means to put an end to the cycle of trauma and violence, advance reconciliation and support the families of missing and murdered Indigenous women and girls. On December 6, 2018, Manitoba announced its intention to take concerted and coordinated action to combat gender-based violence under the leadership of a new Gender-Based Violence Committee of Cabinet.

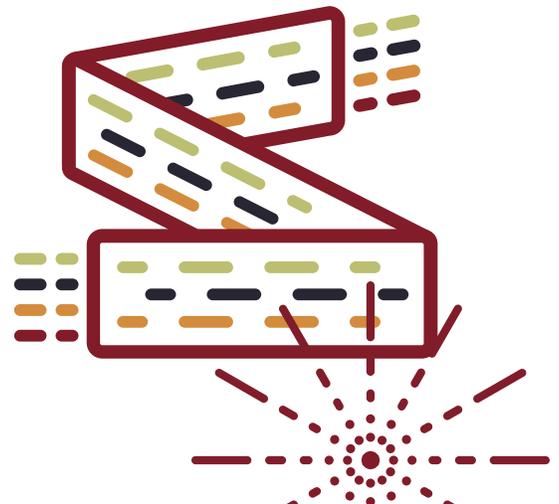
This Committee provides leadership with respect to our efforts to prevent the further victimization

of Indigenous women and girls and marks our commitment toward a government-wide, integrated and coordinated approach to ending gender-based violence.

*Honourable Eileen Clarke, Minister of Indigenous and Northern Relations*

## Current Progress

Under the umbrella of Manitoba's Gender-Based Violence Committee of Cabinet, Manitoba Indigenous and Northern Relations is leading the work, with the support of Manitoba Status of Women and other departments that will form the basis of Manitoba's response to the National Inquiry and Calls for Justice. This work includes an engagement process with community-based organizations, Indigenous leadership, families and survivors and a detailed cross-department review of current and planned activities related to missing and murdered Indigenous women and girls.





Red lights lit up on the Manitoba legislature building in honour of MMIWG on February 14th, 2020 – The Annual MMIWG March/Walk

The broader engagement plan is essential to ensure an aligned and effective path forward, and is intended to capitalize on Manitoba's strong, dedicated and vibrant networks who continue to work to put an end to violence against Indigenous women and girls. The engagement process is ongoing, with over 40 community-based organizations having participated to date. Engagement with families and survivors continues and is being led by Indigenous organizations with funding support from the Manitoba government.

The cross-departmental review is well underway and the results are expected to complement what is heard through engagement and contribute to a fulsome and coordinated approach to responding to the Final Report and Calls for Justice.

Manitoba is working to develop a concrete and effective response to the National Inquiry that builds on work that is underway at the community-level and aligns with the main pillars of Manitoba's Framework for Addressing Gender-Based Violence. It is intended that this response will serve as a starting point for ongoing work that will evolve and grow over time.

In the meantime, Manitoba is pursuing a wide variety of more immediate activities that align with the Calls for Justice and support efforts to end violence against Indigenous women and girls. Examples of these activities include:

- ★ The provision of \$6.4 million, in April 2021, to 24 community organizations to deliver programs that address the diverse needs of victims, including \$850,000 for agencies that support survivors of sexual violence.
- ★ Continued efforts to work with Indigenous leadership, police agencies and other community partners to more fully incorporate the use of restorative justice options where appropriate.
- ★ The establishment of the Sexual Violence Awareness and Prevention Act.
- ★ The implementation of new and enhanced supports in the Justice system for victims of intimate partner violence.
- ★ The expansion of a "hub model" for integrated youth services, including mental health and addictions services for youth and young adults.
- ★ The establishment of a pilot partnership with the Winnipeg Police Service aimed at developing new approaches to support families experiencing domestic violence through the co-location of specialized Justice staff at the Winnipeg Police Headquarters.

For more information please visit:



<https://www.gov.mb.ca/inr/mmiwg/index.html>

## Closing Statement

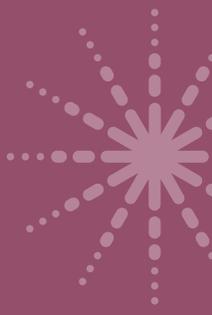
Addressing violence against Indigenous women and girls, and incidences of missing and murdered Indigenous women and girls, is a priority for Manitoba. We will continue to work with Indigenous women, girls, 2SLGBTQQIA+, families, survivors, leadership and communities to advance concrete action to respond to the Calls for Justice of the National Inquiry and promote a future where Indigenous women and girls can thrive in an environment of safety and security.



# Saskatchewan

## Introduction

The Government of Saskatchewan is pleased to contribute to the National Action Plan on Missing and Murdered Indigenous Women and Girls (MMIWG). The Final Report of the National Inquiry provided a voice for the families of MMIWG and survivors of violence. Understanding that government has a responsibility to address this tragic issue, Saskatchewan has developed and advanced a number of initiatives, policies and programs in partnership and through engagement with Indigenous peoples. The following provides a brief overview of Saskatchewan's efforts to create lasting change.



## Culture

The Government of Saskatchewan identifies cultural inclusion and diversity as a priority and builds partnerships through engagement with Indigenous peoples. Understanding Indigenous history and culture is crucial in addressing the challenges Indigenous women, girls, and 2SLGBTQQIA+ people face. As such, all Government of Saskatchewan employees are required to participate in Aboriginal Awareness Training and Respect in the Workplace. Other training and education programs made available are: Culturally Responsive Training, the KAIROS Blanket Exercise, 4 Seasons of Reconciliation, and Canadian Indigenous Culture.

The guidance of Elders, Traditional Knowledge Keepers, and Indigenous Advisors guide program development, working group meetings, and symposiums to ensure an Indigenous lens is applied.

Across the province, sponsorship and grants provide Indigenous organizations and community the opportunity to advance initiatives for cultural activities, events, and projects that enhance awareness, education initiatives, and professional development opportunities.

## Health and Wellness

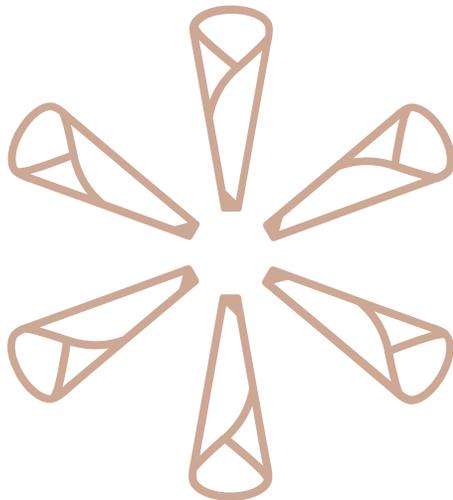
Health and wellness are imperative to the overall needs of Indigenous peoples. The government provides funding for and works with local organizations to develop health and wellness training, education and programs to address violence and abuse, and to provide culturally-safe and trauma-informed programs and services. Community wellness and suicide prevention initiatives are supported by government and focus on preventative measures for suicide related to the causes of people going missing and becoming victims of violence.

The Traditional Pathways Program is one example of a unique, culturally responsive initiative that provides access to traditional medicine supports and services to First Nations and Métis patients.

As of February 1, 2021, Saskatchewan discontinued the practice known as birth or maternity alerts. This decision aligns with the National Inquiry recommendations and acknowledges the concerns raised by various Indigenous partners and community stakeholders across Saskatchewan about this practice. The government, along with its partners, continue to ensure supports and services are available to expectant mothers.

### Human Security

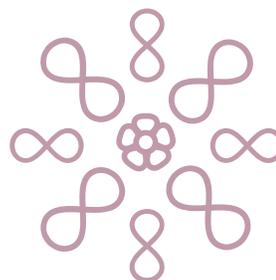
The importance of ensuring and promoting the safety and security of Indigenous peoples is paramount; this includes a focus on economic reconciliation. The Government of Saskatchewan works in partnership with Indigenous people and communities to increase the economic stability and security of women and families, which contributes to greater safety.



In 2020-21, the government invested in Indigenous post-secondary institutions and programs throughout the province to increase the success of Indigenous students, including women, girls, and 2SLGBTQQA+ people. Investments were also made to provide resources for educational training and employment opportunities to ensure continued growth in the economy through Indigenous participation. Funding was provided to the Indigenous and community-led Honouring Her Spark project that creates opportunities for participation in the economy, cultural and traditional knowledge access, healing and learning.

Funding is provided for safe shelters, programs, and services across the province, and includes Indigenous organizations that provide wrap-around services to clients with complex needs. The Government of Saskatchewan also partners with First Nations and Métis housing authorities to provide housing for those in need.

A multi-year public awareness campaign was released in November 2020 with a focus on addressing the behaviours, beliefs, and culture that surround interpersonal violence and abuse. Additionally, the province enacted The Interpersonal Violence Disclosure Protocol (Clare's Law) in 2020, and focuses on initiatives such as Indigenous Family Violence programs and Missing Person Liaisons.



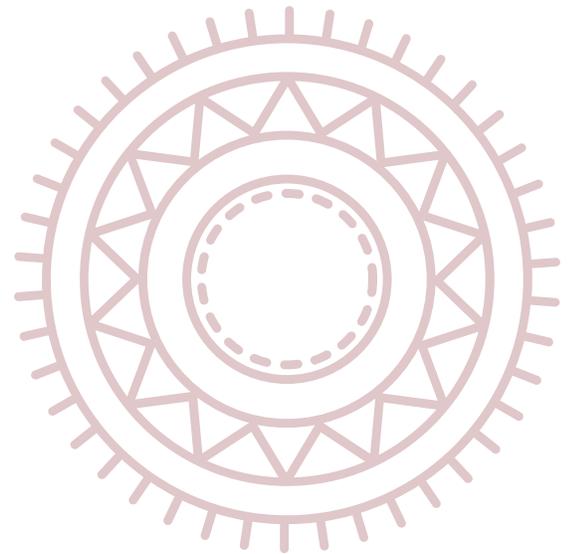
## Justice

Supports for culturally appropriate justice programs delivered by or in partnership with Indigenous communities and organizations include a province-wide restorative justice initiative with 20 community-based agencies and four school-based programs.

Since January 2018, the Province has appointed five self-declared Indigenous judges to the Provincial Court of Saskatchewan, three of whom are women.

To enhance civilian oversight of policing in the province, Saskatchewan introduced *The Police (Serious Incident Response Team) Amendment Act, 2021*. This change implements a civilian-led independent Serious Incident Response Team (SIRT) to investigate all matters of sexual assault, domestic assault, serious injury, or death while in the custody of the police or as a result of the actions of on- or off-duty police officers. The SIRT includes Indigenous representation by requiring a First Nations or Métis community liaison to coordinate with the victim and/or their families, advise investigators on community interactions and publicly report a summary of investigations.

Additionally, annual funding is provided for community groups and community police boards to create crime prevention and reduction strategies in First Nations, Métis and non-status Indigenous communities.

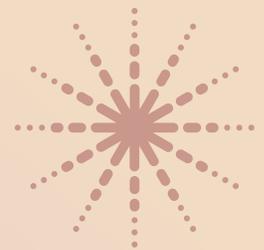


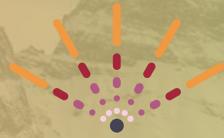
## Conclusion and Next Steps

The Government of Saskatchewan remains committed to working with Indigenous peoples and organizations to implement the Calls for Justice in a responsible, timely and accountable manner. The government continues to engage with Indigenous partners and communities to increase security and safety for women and girls in our province. For more information on government programs and initiatives, please see:



<https://publications.saskatchewan.ca/#/products/112884>.





# Alberta



## Introduction from Hon. Rick Wilson, Minister of Indigenous Relations

Indigenous women, girls and 2SLGBTQQIA+ people in Alberta demonstrate resilience, strength and courage in their ongoing efforts to advance the safety and security of their families and communities. Alberta is committed to working together to address the high rates of violence that Indigenous women, girls and 2SLGBTQQIA+ people continue to experience.

As the minister of Indigenous Relations, I attended the release of the National Inquiry into Missing and Murdered Indigenous Women and Girls' Final Report, *Reclaiming Power and Place*, in 2019. It was life altering. I listened to and met with families and survivors whose lives changed forever due to violence and murder.

I vowed then that Alberta's government would be tireless in its commitment to end violence against Indigenous women, girls and 2SLGBTQQIA+ people.

To achieve this goal, Alberta placed Indigenous Peoples at the heart of our efforts. We are working with survivors, family members, Indigenous communities and partners to identify and support Indigenous-led and community-centered solutions.

Together, we will develop community-informed policy and programs that will result in real solutions focused on the safety and security of Indigenous women, girls and 2SLGBTQQIA+ people.

Alberta continues to learn from our provincial and territorial partners about Indigenous-developed and delivered best and emerging practices to address violence against Indigenous women, girls and 2SLGBTQQIA+ people.

Alberta is committed to a path of reconciliation with Indigenous Peoples and in the spirit and intent of the Treaties. As part of this path, Alberta supports the principles of the *United Nations Declaration on the Rights of Indigenous Peoples and the 2021 Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ People National Action Plan: Ending Violence against Indigenous Women, Girls, and 2SLGBTQQIA+ People* within the boundaries of our Treaties, the Constitution, federal and provincial jurisdiction and the constitutional common law.



In 2019, Minister of Indigenous Relations, Rick Wilson, declared October 4, Sisters in Spirit Day and accepted a Red Dress, commissioned and gifted by Awo Taan Healing Lodge Society. The Red Dress is on display in the Federal Building in Edmonton. Artist Emily Taylor.

As we move forward on this critical issue, we will keep our focus on community, while reaching out to our many partners, including local, provincial/territorial, and federal governments on our shared path to reconciliation that includes an end to violence against Indigenous women, girls and 2SLGBTQQIA+ people.

## Indigenous-led community focus

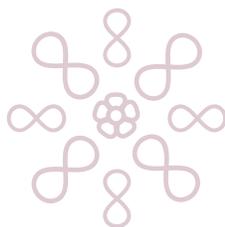
A future where Indigenous women, girls and 2SLGBTQQIA+ people experience equality and respect in a violence-free province will take long-term commitment, policy, program and societal shifts as well as multiple actions spanning many years. Our government is addressing this national tragedy with Indigenous women guiding our way.

In March 2020, Alberta established the [Alberta Joint Working Group on Missing and Murdered Indigenous Women and Girls](#) (Joint Working Group) made up of four Indigenous women and three members of the Legislative Assembly (MLA). The Indigenous members have personal and professional knowledge about the realities that leave Indigenous women, girls and 2SLGBTQQIA+ people vulnerable to violence in Alberta. The MLAs are strongly committed to creating a safer society for Indigenous Peoples. The Joint Working Group will recommend and advise our government on actions that Alberta should take to address violence against Indigenous women, girls and 2SLGBTQQIA+ people in response to the National Inquiry.

## Accomplishments and initiatives

Alberta immediately acted in response to the National Inquiry's report, particularly on critical matters, including violence prevention, raising awareness about violence prevention, and standing against violence toward Indigenous women, girls and 2SLGBTQQIA+ people. Actions include the following:

- ★ Declared October 4, 2019 and 2020 as Sisters in Spirit Day to honour the memory of missing and murdered Indigenous women and girls, their families and loved ones, and to raise awareness about the importance of standing up against violence as individuals and communities.
- ★ Entered into a five-year contribution agreement with the Institute for the Advancement of Aboriginal Women, an Indigenous women's non-profit organization that promotes the rights of Indigenous women. This funding ensures Indigenous women have an organization to go to for advocacy, programs and services.



- ★ Established the Human Trafficking Task Force to recommend ways to implement Alberta's action plan against human trafficking.
- ★ Enacted legislation to help protect individuals from domestic violence - *Disclosure to Protect Against Domestic Violence Act* (Clare's Law), and Human Trafficking - *Protecting Survivors of Human Trafficking Act*.
- ★ Established the Ministry of Culture, Multiculturalism and Status of Women with a dedicated unit to lead initiatives that address and prevent violence against women and girls.
- ★ Funded public awareness strategies identified by Indigenous partners to tackle the barriers to eliminating discrimination against Indigenous peoples through the Multiculturalism, Indigenous and Inclusion Grant Program in Alberta.
- ★ Continued to support the *First Nations and the Métis Women's Councils on Economic Security*, which provide recommendations on government policies, programs and services that can improve the lives of Indigenous women, their families and communities.

## Priorities and Next Steps

Alberta will act on the advice and recommendations from the Joint Working Group expected in December 2021. Their report will ensure the voices and experiences of Indigenous women, girls and 2SLGBTQQIA+ people are at the heart of Alberta's efforts to end violence. In this way, our government honours and reflects the National Inquiry's Calls for Justice. Indigenous voices and experiences must be, and in Alberta will be, the key to preventing and eliminating violence against Indigenous women, girls and 2SLGBTQQIA+ people.



# British Columbia

## Introductory Statement

On behalf of the Province of BC, I am pleased to contribute to the National Action Plan, by highlighting key priorities and progress related to ending violence against Indigenous women and girls and 2SLGBTQQIA people. Through the information shared in this contribution, including links provided to key resources, we hope to provide greater understanding of BC's approach to ending violence and to demonstrate our commitment to meaningful change.

We understand that this is complex work that requires a holistic approach to addressing the intergenerational trauma and inequity faced by Indigenous communities since colonization. Addressing this trauma and its systemic causes will require real, intentional collaboration not only with Indigenous communities, but with all British Columbians.

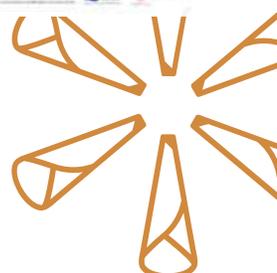
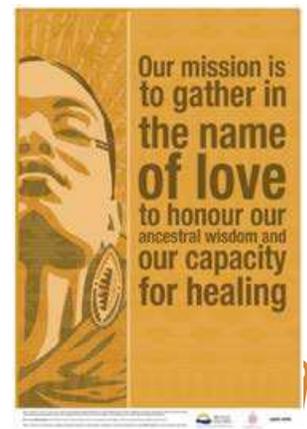
On behalf of my provincial government colleagues, I would like to recognize the wisdom, advocacy and ongoing action of family members, survivors, community leaders and partners. Their dedication to identifying and actioning solutions to prevent, protect and respond to violence against Indigenous women, girls and 2SLGBTQQIA peoples has had an immeasurable impact on all British Columbians.



## Highlights/Current Progress

In February 2019, the Province of BC committed to the development of a path forward to ending violence. The term 'path forward' was an intentional one, reflecting an understanding that our work together would change direction over time based on challenges and successes – that our shared history and the complex issues that have come from it could not be fully addressed in a single, point in time response. It was critical that family members, survivors, community representatives, and others, identified key priorities and opportunities to inform the foundation for the path forward.

During the summer of 2019, 12 community dialogue sessions were held across British Columbia to bring together individuals from communities across the province. The final report of these dialogue sessions, *"Path Forward Women & Girls Safety Community Sessions Action Plan and Toolkit"* was released in Autumn, 2019. The report outlines the main themes from each of the twelve sessions along with short-term, medium-term and long-term goals, action items and a toolkit of resources for communities to use in their own work moving forward.





Through these sessions, participants helped to articulate four key priority themes:

- ★ Safe Spaces and Safety Plans
- ★ Healing Support
- ★ Strengthening Relationships with Partners
- ★ Access to Resources and Recommendations

The Path Forward community dialogues were continued in Spring 2021. As with the first round of community dialogues in 2019, these sessions used the same process of traditional Indigenous decision-making to create a safe space for participants.

In response to the perspective and input shared by family members, survivors and community members, the Province acknowledges key components that are critical for success:

- ★ Increased community capacity, and recognition of the agency of Indigenous communities
- ★ ‘Re-centering’ Indigenous women
- ★ Re-imagining of ‘safe spaces’
- ★ Meaningful collaboration across all levels of government.
- ★ Respecting diversity and distinction

In addition to this work, significant progress has been made to address systemic causes of violence and fulfill provincial commitments to reconciliation with Indigenous peoples. For example:

- ★ In March 2019, [TogetherBC](#), BC’s first ever poverty reduction strategy, was released;
- ★ In June 2019, the Province of BC released [A Pathway to Hope: A Roadmap to Making Mental Health and Addictions Care Better for People in British Columbia](#);
- ★ In November 2019, Government passed the [BC Declaration on the Rights of Indigenous Peoples Act](#), making BC the first jurisdiction to pass legislation to bring the UN Declaration into effect; and,
- ★ In March 2020, the Province of BC and BC First Nations Justice Council signed the [First Nations Justice Strategy](#).

These foundational strategies, and resulting initiatives, by the Province have been developed in collaboration with Indigenous partners, and serve as only a few examples of our government’s commitment to address the systemic causes of violence, and the impact of this violence on Indigenous communities.

## Priorities and Next Steps

Reflecting community-based priorities, and to set a solid foundation for a path forward to ending violence, the Province of BC is making an initial \$5.5M investment in 2021/22, with a commitment to additional, multi-year funding. Specifically, the Province will invest directly in a community fund - accessible to First Nations communities, urban/off reserve communities, Métis citizens and 2SLGBTQQIA communities – to support capacity to develop safety plans.

Additionally, the Province will make a number of aligned investments to increase the impact of the community fund. These include:

- ★ An Indigenous-led technology initiative;
- ★ An Indigenous data and evaluation initiative; and,
- ★ The development of 2SLGBTQQIA training and education resources for the public service.

The Province will also invest in commemoration and honouring of Indigenous women, girls and 2SLGBTQQIA peoples who have gone missing or been murdered, and their family members.

As we continue to build the path forward, the Province remains committed to ongoing engagement with community, and to honouring and respecting the expertise, agency and leadership of Indigenous women. The Province will also continue to be a strong collaborator with the federal government and provincial and territorial partners in order to develop meaningful responses to the National Action Plan.

## Closing Statement

The contribution of family members, survivors, community members and government partners has laid a solid foundation for meaningful action. We are committed to ongoing collaboration as we build and implement the path forward together.

This National Action Plan provides additional opportunities to identify meaningful solutions to systemic causes of violence against Indigenous women and girls and 2SLGBTQQIA people. We are committed to continuing this work in meaningful collaboration with community, government and sector partners.

## Links

Additional Information and resources related to community input and early Provincial priorities can be found at:

### **BC Path Forward:**

<https://www2.gov.bc.ca/gov/content/justice/about-bcs-justice-system/recent-inquiries>

### **Community Dialogues and Community Toolkit:**

[www.pathforward.ca](http://www.pathforward.ca)

### **BC Reflection (June 3, 2020):**

<https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/about-bc-justice-system/inquiries/mmiw/mmiwg-overview-report.pdf>

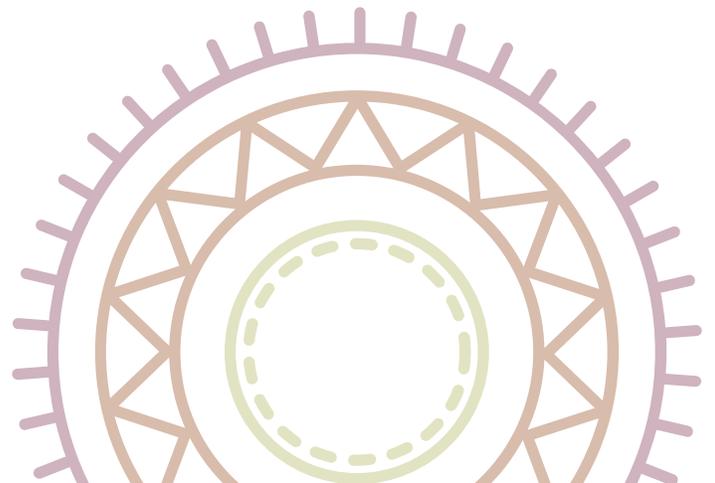
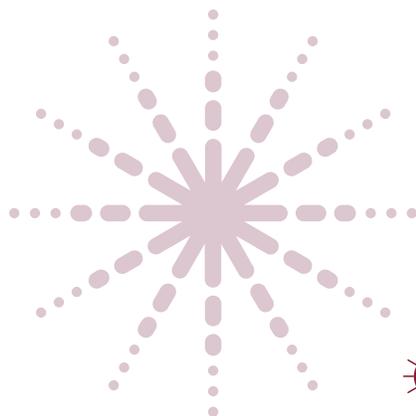


## Introductory Statement

Yukon is home to 14 First Nations and 8 language groups with 25% of the territory's population identifying as Indigenous. Far too many families and communities have been significantly impacted by the murder and disappearance of Indigenous women, girls, and 2SLGBTQQIA+ people.

This ancient land is home to generations of remarkable leaders, as evidenced by the seminal document "Together Today for our Children Tomorrow" that was delivered to Ottawa in 1973, paving the way to the development and signing of modern treaties between 1993 and 2005 in Yukon by 11 First Nations. Yet we know that traditional territories precede provincial and territorial boundaries, a testament to the need for inter-jurisdictional cooperation, to which Government of Yukon is committed. This commitment extends to all of Canada with Yukon's provision of the Provincial/Territorial co-chair for the National Action Plan Core Working Group since October, 2020.

Yukon is proud of the legacy of strong advocacy and creative partnerships to address violence against Indigenous women, girls, and 2SLGBTQQIA+ people in the territory. In 2015, shortly after the first Yukon Regional Roundtable on MMIWG2S+, the Yukon Advisory Committee (YAC) was formed to be a catalyst for partnership, to support families and survivors of MMIWG2S+, and to support involvement in the National Inquiry. The YAC represents a unique, decolonized, inter-agency approach, co-chaired by the Minister responsible for the Women's Directorate (Government of Yukon), a representative of Yukon First Nations governments, and a representative of Indigenous women's organizations. The YAC also includes representatives of all three Indigenous women's organizations, MMIWG2S+ families and survivors, Two-spirit+ Yukoners, Elders and with Government of Canada and the RCMP "M" Division as ex-officio members.



## Current Progress

Upon the release of the Final Report of the National Inquiry on June 3, 2019, the YAC worked together to outline the top priorities for Yukon. This was followed by a comprehensive community engagement tour with First Nations, municipal, and community leadership, and two, COVID-safe, on-the-land gatherings of MMIWG2S+ families and survivors who are at the heart of this work. After adjustment to reflect the feedback of partners and stakeholders, the final version of *Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy* was released at the Kwanlin Dün Culture Centre in ceremony on December 10, 2020. A declaration to support the Strategy was signed by 52 signatories of the Government of Canada, Government of Yukon, all 14 Yukon First Nation governments, all municipalities, Indigenous women's organizations, the RCMP and other local leaders.

*Yukon's MMIWG2S+ Strategy* addresses all four key pathways identified by the National Inquiry that continue to enforce the historic and contemporary manifestations of colonialism that lead to additional violence. The Strategy maps 31 action areas under four corresponding paths to dignity and justice:

1. Building Connections & Support
2. Community Safety & Justice
3. Economic Independence & Education
4. Community Action & Accountability

Yukon's MMIWG2S+ Strategy represents an unprecedented commitment to addressing violence against Indigenous women, girls, and Two-spirit+ Yukoners. It is unique in its "whole of Yukon" approach; not Government of Yukon alone. Based on local priorities, the Strategy will guide Yukon's response to addressing the National Inquiry's finding of genocide and its Calls for Justice over the next 10-15 years.

## Priorities and Next Steps

Working from the commitment of the signatories to the 31 action areas in the Yukon MMIWG2S+ Strategy, the Yukon Advisory Committee has now created a Technical Working Group to finalize the Implementation Plan. This will outline concrete and detailed actions for partners and stakeholders.

This Strategy is also meant to build upon, not replace, promising practices that are already underway that will positively affect Indigenous women, girls, and Two-spirit+ Yukoners. This includes, but is not limited to, shared key initiatives like:

- ★ Implementation of the *Putting People First Final Report*, the final report of an independent comprehensive review on health and social services in Yukon. The resulting 2020 report includes 76 recommendations on health and social services;
- ★ *Breaking Trail Together*, a 10-year strategic plan to achieve a representative Yukon public service that is inclusive of Yukon First Nation people, as outlined in Chapter 22 in each Yukon First Nation Final Agreement;

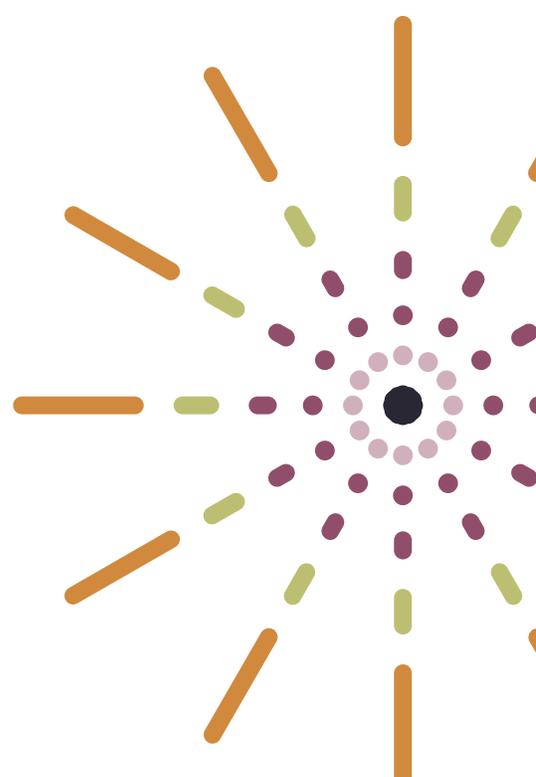


- ★ Implementation of a new universal child care model, based on the principles of affordability, quality, and accessibility, designed to save families up to \$700 per month per child participating in licensed full-time child care programs;
- ★ In collaboration with Yukon First Nation governments and Council of Yukon First Nations, committing to Honouring Connections, a collaborative process developed to address the systemic over-representation of First Nations children in the child-welfare system; and
- ★ Amending the *Employment Standards Act* to provide leave provisions for domestic and sexualized and domestic violence, providing leave to a victim, family member, or close friend, in recognition of broader understandings of family and kinship in Yukon First Nations.

One of the early priorities of implementation of Yukon's MMIWG2S+ Strategy in 2021-22 is to bring partners and contributors together, when it is safe to do so, alongside family members and survivors. An Accountability Forum will be held in the next year to share successes and efforts, while also hearing evolving priorities and adjusting Yukon's MMIWG2S+ Strategy, as needed.

## Closing Statement

Government of Yukon will continue to work in a decolonized, values-based approach, building strong government-to-government relationships with First Nations, keeping MMIWG2S+ families and survivors at the heart of our work, and with a people-centred approach to wellness that helps all Yukoners - but most importantly Indigenous women, girls, and 2SLGBTQQIA+ people - thrive. Government of Yukon is committed to collaborative implementation of *Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy* and to Canada's National Action Plan.





# Northwest Territories

## Introduction

Survivors and families of missing and murdered Indigenous women in the Northwest Territories (NWT) deserve our respect and help. The Government of the Northwest Territories (GNWT) acknowledges and recognizes the contributions of the many people who have shared their experiences and made recommendations for change as a part of the National Inquiry into Missing and Murdered Indigenous Women and Girls and the development of the Final Report: *Reclaiming Power and Place*. Their courage has provided us with a strong platform to effect change. It is now up to us to address the systemic causes of violence directed at Indigenous women, girls and 2LGBTQQIA+ people.

This report highlights work that is being done in the NWT to respond to the 231 Calls for Justice from the National Inquiry. Our process involves an honest assessment of what we are currently doing, what we need to do in the future and setting targets to measure progress moving forward. We are committed to improving the safety and well-being of Indigenous women, girls and 2SLGBTQQIA+ people.

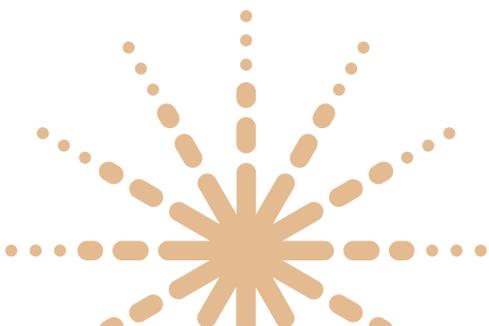
## Statistics

- ★ 51% of the population of the NWT is Indigenous – Dene or First Nations, Métis and Inuit.
- ★ The Violent Crime rate in the NWT is 7 times higher than the average Canadian rate
- ★ NWT has the second highest rate of police-reported family violence in Canada
- ★ Many communities in the NWT have limited to no road access.
- ★ Only 38% of Indigenous women in the NWT consider their health to be good.
- ★ Almost 30% of Indigenous northerners in the NWT live in a dwelling in need of major repairs (2016)

## Current Progress

The Government of the Northwest Territories has committed to its own action plan in response to the Calls to Justice. Work in this area to date has included:

- ★ [Doing Our Part - GNWT Initial Response](#)
- ★ Taking Action - [A Work Plan](#) to address the Calls for Justice in *Reclaiming Power and Place: Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*

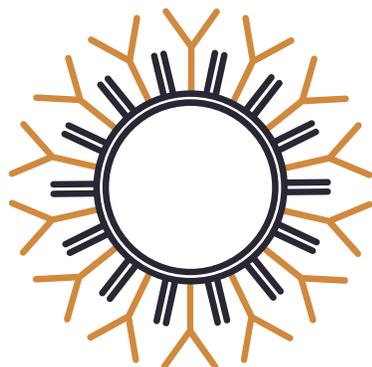


- ★ MMIWG Summary Reports – Responding to the Calls for Justice

- ★ MMIWG Preliminary Engagement Plan

In March 2021, the GNWT launched the Indigenous Cultural Awareness Sensitivity Training. This training, which is mandatory for all GNWT employees and available to the public for free, is an integral component in creating a public service where cultural diversity is appreciated, and where people from diverse cultural backgrounds communicate and work with mutual respect. The GNWT also recently announced that all internal financial management and program decisions will go through a GBA+ analysis as a part of the regular review process for all GNWT programs. These initiatives highlight some of the systematic changes that are occurring in the NWT.

The Gender Equity Division is a new unit within the Department of Executive and Indigenous Affairs that expands on the work of the Women’s Advisory Office. The intent of the division is to ensure that the GNWT’s commitment to gender equality is reflected in budgets, policies and programs. This unit will also coordinate and support the intersectional and interdepartmental work required to address gender equity throughout the NWT, as well as the impacts of misogyny and family and gender-based violence.



The GNWT continues to engage with front-line stakeholders that work directly with survivors of family violence including the RCMP, shelters and victim services to continuously gauge what initiatives can be enacted to best respond to victim needs during this time. The GNWT has identified a need for greater coordination and accountability in our collective response to the incidence of family violence in this territory. To ensure this coordination, a new family violence coordinator position was approved and is required to develop a territorial family violence strategy.

Amendments to the *Employment Standards Act* and Regulations came into force on January 1, 2020, which includes the introduction of Family Violence leave. This new leave provides 5 paid and 5 unpaid days which can be taken by eligible employees to seek support or safety when dealing with a family violence situation.

Early in the process, the Department of Executive and Indigenous Affairs, through the Women’s Advisory Office reached out to a number of Indigenous governments to identify a contact person that they can keep in contact with regarding the MMIWG files. Monthly teleconference calls are held with these community contacts where regular briefings are provided on the work the GNWT is doing to prepare an Action Plan and on the developments taking place nationally. Meeting notes are prepared and shared with the community contacts, and community contacts are encouraged to share those meeting notes with their leadership. The Women’s Advisory Office also has a standing offer to provide briefings to leadership.



An interdepartmental MMIWG Working Group was also established to coordinate the GNWT’s response to the Calls for Justice. This working group is chaired by the Special Advisor to the Minister Responsible for the Status of Women and includes appointed representatives from a number of departments.

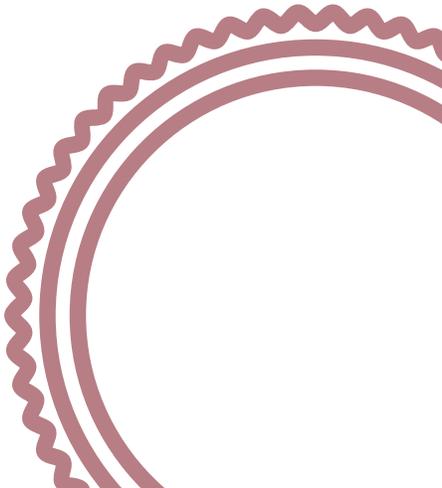
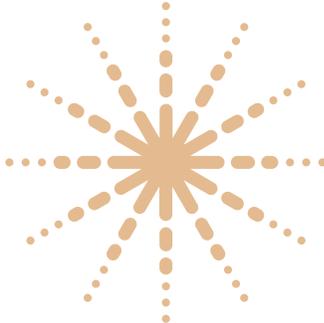
### **Priorities and Next Steps**

The GNWT recognizes that this work cannot be done by governments alone. We will continue to collaborate with Indigenous governments and community organizations to respond to the needs of Indigenous women, girls and 2SLGBTQQIA people in the NWT. The following activities are planned going forward:

- ★ Engagement with key NWT stakeholders on the Territorial Action Plan
- ★ Completion of the Territorial Action Plan to be tabled in Fall 2021

### **Closing Statement**

The time for change is now. As a government, we pride ourselves on our ability to work with our valued partners to respond to the needs of NWT residents. We must be open to examining the Calls for Justice from multiple perspectives. Working together we will address systemic causes of violence, inequality, and racism so Indigenous women, girls and 2SLGBTQQIA people can feel safe and empowered in our territory and our country.





# Nunavut

## Introductory Statement

Nunavut's implementation of the Calls for Justice from the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls requires in addition to a whole of Government approach, it requires engagement and ongoing collaboration with Nunavut Inuit organizations and other territorial and community stakeholders.

Of the 231 Calls for Justice, 46 are Inuit-specific. The Inquiry's Final Report distinguishes the violence experienced by Inuit in time and place, including the unique Inuit experience of colonialism much later than in First Nations and Métis communities. It also recognizes the realities of Inuit who experience health and social issues at much higher rates than non-Inuit, particularly in terms of chronic conditions, but who are perpetually underserved in terms of health and social resources within their own communities. This relates to some of the challenges of life in remote and northern communities and the way these geographical realities shape the root causes of violence.

## Current Progress

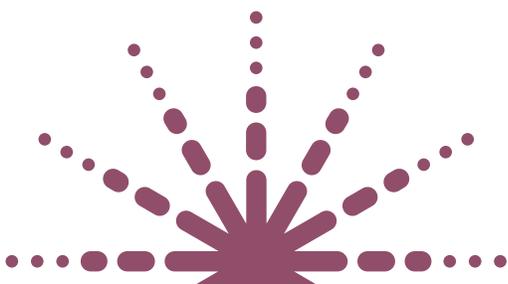
Many Government of Nunavut (GN) programs and services already address some of the components for the Calls for Justice.

## Culture:

- ★ Nunavut leads the country in Indigenous language recognition. Inuktitut and Inuinnaqtun are recognized as official languages in Nunavut through the *Official Languages Act and Inuit Language Protection Act*. The *Inuit Language Protection Act and Education Act* acknowledge, recognize, and protect the rights of Inuit to their culture and language as constitutionally protected inherent rights.

## Health & Wellness:

- ★ The GN is committed to ensuring services are Inuit-centred and community-based, as evidenced by the Nunavut Wellness Agreement, its trauma, strength-based and gender-informed practices, and community-based programming for survivors of trauma and violence.
- ★ The GN's Quality of Life Committee, or Inuusivut, was created to provide overall management, support and leadership in suicide prevention and implement the GN's Suicide Prevention Strategy – which includes men's wellness and child abuse prevention training. It provides guidance and leadership on many activities related the National Inquiry's Calls for Justice.
- ★ The GN, NTI and federal government signed a Joint Declaration of Intent on funding commitments for the construction and operation of a Recovery Centre in Nunavut as part of a three-pillar approach to trauma and addiction treatment in Nunavut.



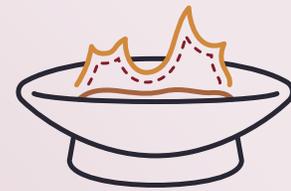
- ★ The GN also works with community-based organizations to provide on the land healing camps.
- ★ The GN has incorporated gender identity and gender expression into its *Human Rights Act*. In addition, with support from federal funding, the GN announced funding to support gender equality. There are already plans develop and implement transgender health policies and procedures.

### Safety & Human Security:

- ★ The GN is actively working to build safe and caring schools for Nunavut students that discourage all forms of violence (Safe and Caring School Framework). The department also provides training programs on many topics such as Health Relationships and Bullying Prevention.
- ★ The GN is participating in the federal government's process to enshrine the United Nations Declaration on the Rights of Indigenous People into federal legislation.
- ★ To support the coordination of programs and to better support vulnerable Nunavummiut the GN has implemented a new initiative - *Community Coordination for Women's Safety*. This will allow for the strengthening of community level prevention services and coordinate initiatives to improve women's safety.

### Justice:

- ★ The GN's Victim Services Unit disseminates public education campaigns to raise awareness on issues faced by victims of crime and MMIWG, and the Calls for Justice have been a focus of this initiative. The Victim Services Unit has also developed workshops and information sessions to educate front-line service providers about trauma-informed approaches to decrease revictimization.



The establishment of priorities and development of a strategy to implement the Calls for Justice must be based on all eight principles of Inuit Qaujimajatuqangit:

- ★ **Inuuqatigiitsiarniq:** respecting the survivors and families, partner organizations and others;
- ★ **Tunnganarniq:** fostering good spirit among Nunavummiut and organizations;
- ★ **Pijitsirniq:** serving and providing for victims, their families, and all Nunavummiut by implementing and monitoring the Calls for Justice;
- ★ **Aajiiqatigiinni:** decision-making through discussion and consensus with all territorial partners to ensure successful implementation of a territory-wide response to the Calls for Justice;
- ★ **Pilimmaksarniq or Pijariuqsarniq:** development of the personal, community and systemic skills required to improve attitudes toward and incidents of violence against Inuit women through effort and action;
- ★ **Qanuqtuurniq:** territorial partners should be innovative and resourceful in their work to develop a strategy for meeting the Calls for Justice; and
- ★ **Avatittinnik Kamatsiarniq:** respect and care for the environment and Inuit cultural and land-based practices ensure the future success of implementing a strategy.



## Priorities and Next Steps

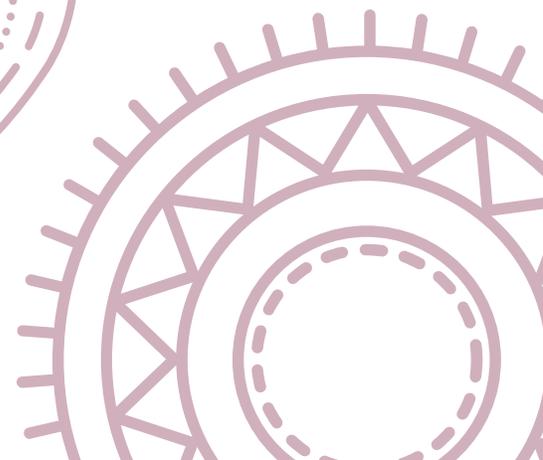
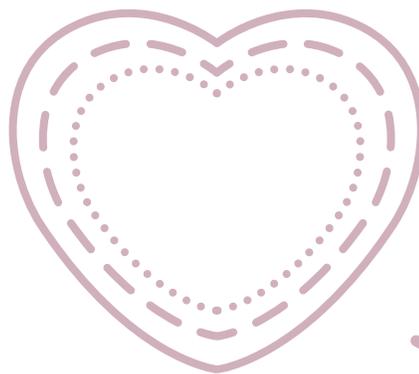
The Final Report characterizes the Calls for Justice as legal imperatives, based on a solid foundation of evidence and law, that arise from international and domestic human and Indigenous rights including the Charter of Rights and Freedoms, the Constitution, and the Honour of the Crown. Requirements to successfully implement the Calls for Justice include:

- ★ Efforts that are more focused on preventative measures than reactive ones to adequately address the root causes of violence;
- ★ Sufficient political will;
- ★ The need for governments to prioritize and resource solutions to end violence;
- ★ Real partnerships between Governments and Indigenous peoples that support self-determination and decolonization.

## Closing Statement

The Government of Nunavut is uniquely placed to advance the Calls for Justice over time, especially the Inuit-specific ones, because its programs, policies and initiatives are envisioned and implemented for a population that is 85% Inuit.

It is important that new and ongoing work is continued over the short, medium and long term, and that we are held accountable for implementing the work required to answer the Calls for Justice. The extent of these efforts, however, takes time to implement, and we must also recognize the significant work already being done to address this national priority.





# The Way Forward

As the federal government, provincial/territorial governments, Indigenous governments, Indigenous representative organizations, and Indigenous partners work together on the development of the National Action Plan in response to the Calls for Justice and Calls for Miskotahâ, we recognize the importance and the urgency of preventing and ending violence against Indigenous women, girls, and 2SLGBTQQIA+ people.

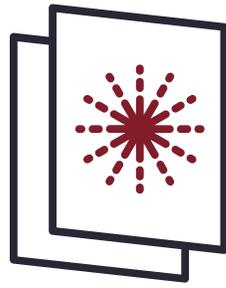


During this collaborative effort to co-develop the National Action Plan, some actions have already taken place, while others are being implemented. For instance, in 2019, a Commemoration fund was set up to support healing and honour the lives and legacies of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people, create awareness, and advance reconciliation by bringing together communities. Over 100 survivor-, community- and family-led projects were funded under this initiative.<sup>50</sup>

The start of a paradigm shift in policies and systems has begun by way of legislation reform in the areas of justice, health and wellness, culture, and Indigenous human rights that include inherent, Treaty, and Constitutional Rights. This includes changes to the *Criminal Code*, the *Youth Criminal Justice Act*, the introduction of legislation to advance the *United Nations Declaration on the Rights of Indigenous Peoples*, and passing and ongoing implementation of the *Act*

*Respecting Indigenous Languages*. The planning and implementation of the “*Building a Foundation for Change: Canada’s Anti- Racism Strategy 2019–2022*” and “*It’s Time - Canada’s Strategy to Prevent and Address Gender-Based Violence*” are among the various actions to support transformative changes in attitudes, behaviours, and knowledge within the broader society.

Grassroots organizations and communities continue to provide support and services to address all forms of gender- and race-based violence. Programs at shelters and transition housing, community safety planning initiatives and activities to raise awareness are several examples of services being provided by organizations and communities. The implementation of housing strategies and the creation of new shelters and transitional housing to support the well-being and safety of Indigenous women, girls, and 2SLGBTQQIA+ people has also begun.



## Immediate Next Steps

The National Inquiry's Call for Justice 1.1(i) called for development and implementation of a flexible and distinctions-based National Action Plan, including regionally-specific plans with devoted funding and timelines for implementation, rooted in local cultures and communities of diverse Indigenous identities, with measurable goals and necessary resources dedicated to capacity building, sustainability, and long-term solutions. This 2021 National Action Plan lays out guiding principles, goals, short-term priorities, immediate next steps, and a strategy/action plan from the National Family and Survivors Circle, Contributing Partners, and provinces/territories. As discussed below, an in-depth implementation plan for the National Action Plan will be developed with more specific information on the short-term priorities, as well as the identification of medium- and long-term priorities. In addition, it will include funding, timelines and who is responsible for implementation.

The National Action Plan is not intended to be a final plan but one that is evergreen and requires monitoring and reporting on progress, as well as further co-development and course correction as required. It also needs to be flexible to address the needs of remote, rural, and urban communities. On the path to ending violence, reclaiming power and place, and restoring the roles and responsibilities of Indigenous women, girls, and 2SLGBTQQIA+ people, some of the 231 Calls for Justice and 62 Calls for Miskotahâ can be implemented fairly quickly. However, others will require careful planning to achieve the desired results.

The National Inquiry's Call for Justice 1.1 calls upon federal, provincial, territorial, municipal, and Indigenous governments, in partnership with Indigenous people, to develop and implement a National Action Plan to address violence against Indigenous women, girls, and 2SLGBTQQIA+ people. The following are immediate next steps that governments and representative Indigenous organizations will focus on over the next 12 months to implement the National Action Plan.

## 1. Immediate Support Services for Survivors and Family Members

- ★ Provide funding to establish accessible healing and support services for survivors and family members of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people wherever they are.
- ★ Develop a comprehensive approach for providing support to Indigenous and 2SLGBTQQIA+ victims and families/friends of Indigenous missing or murdered Indigenous women, girls, and 2SLGBTQQIA+ people.

## 2. Continued Involvement of Survivors and Family Members in the Implementation of the National Action Plan

- ★ With adequate funding, the National Family and Survivors Circle will develop and implement an engagement strategy that provides further opportunity for family and survivors to provide insight and input into the National Action Plan's next steps.
- ★ The Contributing Partners will continue to complete their Action and Implementation Plans built upon their engagement with survivors and family members.

## 3. Create an Oversight Body

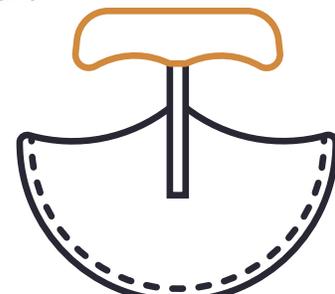
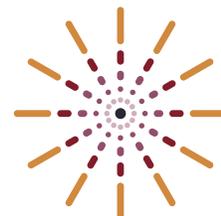
- ★ Creation of an oversight body which represents the interests of families, survivors, and Indigenous communities by investigating and addressing complaints of mal-administration or a violation of right.

## 4. Public Awareness and Training

- ★ Begin immediate work on the development of a public education/awareness campaign on the issues Indigenous people experience and to challenge the acceptance and normalization of violence against Indigenous women, girls, and 2SLGBTQQIA+ people.
- ★ Implement trauma-informed training for those who work with Indigenous people, on topics such as history, culture, issues, anti-racism, anti-sexism, anti-homophobia, transphobia, etc.

## 5. Immediate Development of an Implementation Plan

- ★ Develop an Implementation Plan for the National Action Plan that includes the short-term priorities identified in the National Action Plan, as well as medium- and long-term priorities that will lead to real systemic change.
- ★ Each priority will include specific actions, expected outcomes, timelines, and resources.
- ★ Determine mechanisms and processes for national independent oversight and coordination of the National Action Plan, that includes Contributing Partners and governments with financial support.
- ★ Continuance of Contributing Partners to continue to develop their implementation plans.



- ★ Clearly define the roles and responsibilities of all governments (federal, provincial/territorial, municipal, Indigenous) and Indigenous organizations to implement the 231 Calls for Justice and 62 Calls for Miskotahâ.
- ★ Develop an accountability/results structure for the National Action Plan.
- ★ An Indigenous and gender-based analysis plus (GBA Plus) lens will be applied to the implementation plan.

---

## 6. Missing and Murdered Indigenous Women and Girls Federal-Provincial/Territorial Table

- ★ Create a Missing and Murdered Indigenous Women and Girls Federal-Provincial/Territorial Table to provide a specific forum to consider and coordinate intergovernmental collaboration and discussion on various areas such as administrative issues, policy, resourcing, resolution of interjurisdictional responsibilities, and processes that emerge from the implementation of the National Action Plan.

---

## 7. Create Accountability Mechanisms for the Reporting on the 231 Calls for Justice and the 62 Calls for Miskotahâ

- ★ Create broad accountability mechanisms rooted in Indigenous data sovereignty focused on truth-telling to ensure the National Inquiry's 231 Calls for Justice and LFMO's 62 Calls for Miskotahâ are implemented by all governments (federal, provincial/territorial, municipal, Indigenous) and organizations, and their outcomes are measured for

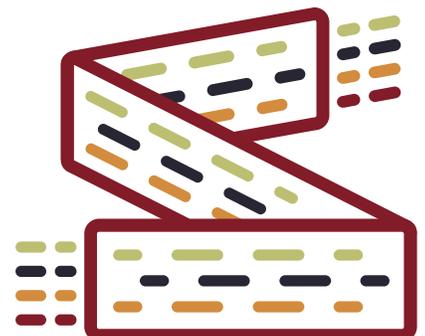
effectiveness in creating transformative change and achieving decolonization. This could be part of the responsibilities of the independent committee or working group.

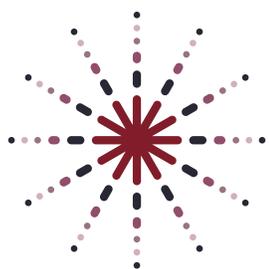
- ★ Create data accountability mechanisms rooted in Indigenous Data Sovereignty.
- ★ Create an independent web portal to post annual reports which track the progress on responding to the Calls for Justice and Calls for Miskotahâ.
- ★ By June 2022, publish the first annual report on progress in responding to the Calls for Justice and the Calls for Miskotahâ.

## Monitoring Progress

Monitoring the progress of actions to address all 231 Calls for Justice will require long term and sustained effort from governments, institutions, and other parties fulfilling their responsibilities for change. As part of this work, monitoring process and progress will be a critical component of understanding how to adapt strategies and approaches to create and achieve transformative change to Reclaim Power and Place as Indigenous women, girls, and 2SLGBTQQIA+ people starting now.

In today's environment, data is an important resource with the potential to influence policy and decision-making.





Indigenous Peoples have always created, used, and been stewards of our own data, employing unique methodologies and practices. Indigenous knowledge systems are based upon generations of these data practices. These practices and methodologies have been ignored. In addition, for too long, Indigenous Peoples have been identified, misidentified, or not identified, as well as analyzed, and researched without consent or participation. These methods, as a whole, have reinforced systemic oppression and perpetuated poor relationships. In particular, many non-Indigenous methodologies for collecting and analyzing data have placed Indigenous Peoples and individuals within a deficit lens, leading to even more stereotyping and harm. Indigenous people are reclaiming self-determination in research through Indigenous Data Sovereignty and various Indigenous-developed research tools such as the principles of Ownership, Control, Access, and Possession® (OCAP®), the National Inuit Strategy on Research, and other tools and models.

With that understanding, this section describes work underway on a National Action Plan Data Strategy that understands the history of this issue and that sees the possibilities ahead. This Data Strategy is presented as a preliminary step in understanding long-term progress that must ultimately occur in partnership with Indigenous Peoples and include monitoring within a much broader lens. This work is still in early stages - it begins by looking at quantitative data, but does not see quantitative data as all that is needed.

This strategy provides some suggestions for a path forward founded in a recognition of, and respect for, Indigenous Data Sovereignty and for the essential role of Indigenous Peoples in data collection and analysis that involves them as the first stage of building a monitoring framework that is responsive to the principles that must support this work.

Please note that this section details the work undertaken by the National Action Plan Data Sub-Working Group, which included representatives from Indigenous organizations and governments as well as Indigenous researchers and data specialists. Many contributing partners have also undertaken additional work on identifying key structures for monitoring progress and for accountability. Therefore, in addition to the information contained in this section, we encourage you to consult the full Data Strategy, as well as the reports of all National Action Plan Contributing Partners which may contain more detailed and distinctions-based information on their approaches to some of these questions.

### **Creating New Pathways for Data: The 2021 National Action Plan Data Strategy:**

[https://mmiwg2splusnationalactionplan.ca/wp-content/uploads/2021/06/The-2021-National-Action-Plan-Data-Strategy\\_EN.pdf](https://mmiwg2splusnationalactionplan.ca/wp-content/uploads/2021/06/The-2021-National-Action-Plan-Data-Strategy_EN.pdf)

### **Introduction and Commitment**

The Data Sub-Working Group was mandated to develop a Data Strategy for the National Action Plan. To do so, it worked to gain more understanding of relevant data holdings, as well as the qualitative and quantitative data upon which the National Inquiry's Final Report was based; to identify data needs to support the development of the National Action Plan; and, to define data outcomes for the implementation of the Plan.

During the course of its work, the Data Sub-Working Group heard numerous presentations from experts and from other working groups, in order to build knowledge to make informed decisions.

Further, the Co-Chairs and individual members liaised with the Core Working Group and other Contributing Partners to ensure that there was alignment and support from the work of the Data Sub-Working Group.

A Technical Data Sub-Working Group was struck as part of the process. This technical group assessed the viability of the initial quantitative indicators and began reviewing data availability and data gaps. The Data Sub-Working Group has made progress on its mandate to this point in time, through the development of key elements of the National Action Plan Data Strategy and a supporting Quantitative Indicator Framework as a starting point in an evolving data strategy that will come to include qualitative data and research that reflects the principles of Indigenous Data Sovereignty.

## Purpose and Objectives

The National Action Plan Data Strategy is rooted in, and will promote, Indigenous Data Sovereignty. Affirming the right to reliable and accessible data is essential to monitoring, accountability and supporting the rights enshrined in First Nations, Inuit and Métis data sovereignty, the National Action Plan

Data Strategy supports positive change toward the achievement of the objectives of the Plan. It does this in three primary ways, including:

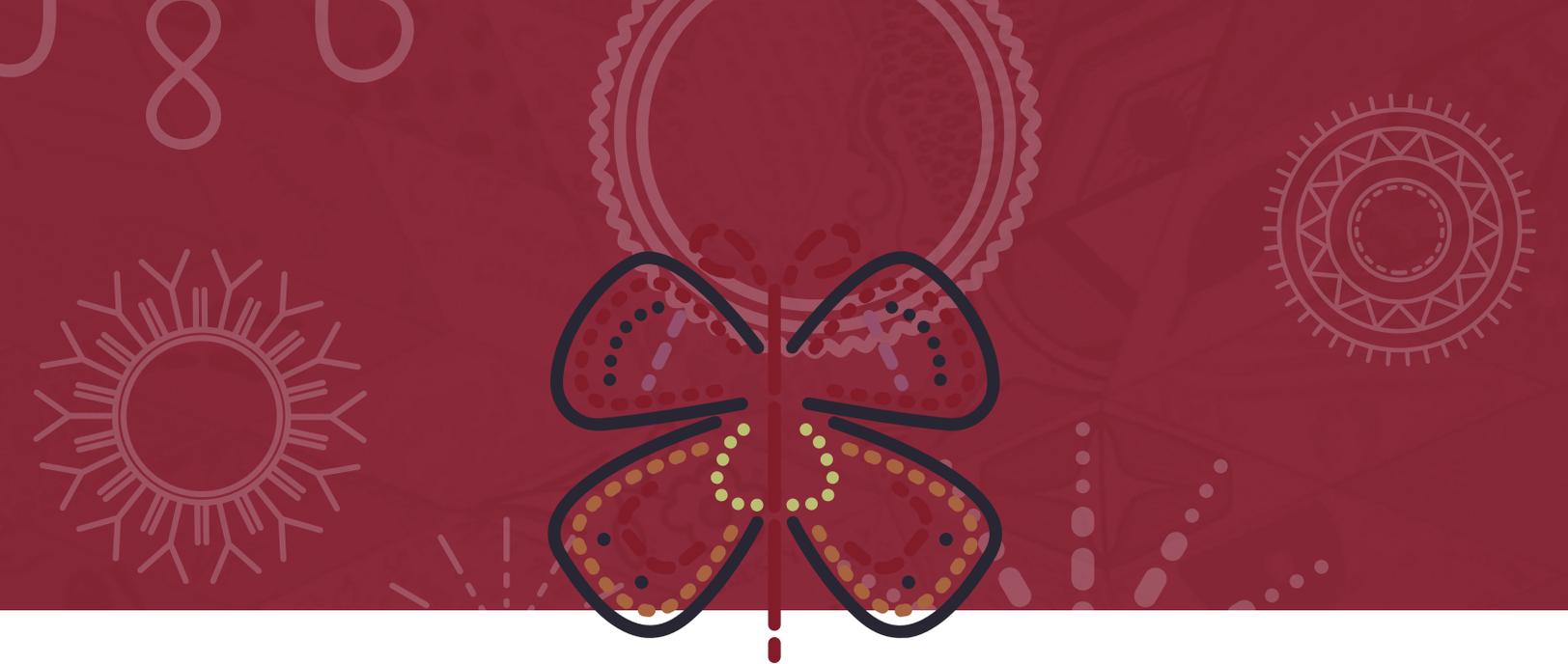
- ★ identifying existing data sources and the role they may play in reporting and accountability, now and for the future
- ★ designing a preliminary quantitative indicator framework addressing current realities that will allow for monitoring progress in reducing violence against Indigenous women, girls, and 2SLGBTQIA+ people, as well as monitoring the effectiveness of legislation, policy and programs intended to contribute to the objectives of the National Action Plan; and,
- ★ identifying data gaps that, if addressed, may provide the full range of data necessary to assess progress in reducing violence and promoting justice.

Members of the Sub-Working Group have indicated the importance of the latter, noting that quantitative data alone is not a sufficient basis for measuring progress, and that development should include the creation of relevant qualitative indicators, as well as further research in relevant areas led by Indigenous researchers. Existing data tools in use by governments with respect to Indigenous Peoples and realities are largely flawed and cannot be the only basis upon which results are assessed.



## Principles for Data and Overall Organization

The National Action Plan Data Strategy is organized by the Data Sub-Working Group through principles adapted from those created by the National Family and Survivors' Circle. Data Sub-Working Group members were inspired by the way in which these principles, when applied to data, can help to guide the work ahead. The National Family and Survivors Circle's principles include: inclusion, impact, interconnectedness, and accountability.



In particular, the principle of inclusion applied to this Data Strategy means that it is a strategy for all Indigenous people, regardless of status, area of residence or other elements of diversity. The National Action Plan Data Strategy also respects the diversity of all First Nations, Inuit, and Métis people in Canada, and other Indigenous and 2SLGBTQQIA+ people regardless of where they may be, understanding that indicators may be further refined in a way that is most relevant for them. Inclusion for the ongoing development of the strategy will also be measured by the full and active involvement of families of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people, and survivors of gender-based violence in the process of creating transformative change to reclaim power and place as Indigenous women, girls, and 2SLGBTQQIA+ people through substantive equality, equity, and dignity.

The ultimate outcome, centred in the National Action Plan Data Strategy, is the safety of Indigenous women, girls, and 2SLGBTQQIA+ people. Any evaluation of results of actions must be defined by how impacts are felt on the ground by Indigenous women, girls, and 2SLGBTQQIA+ people, families, and survivors.

## Understanding the Indicators

An indicator is a specific, observable, and measurable characteristic that can be used to show changes or progress that an action or program is making toward achieving an outcome. The Data Strategy names general, versus specific indicators, understanding that the specificity of each one should be pursued within the context of engagement with different Indigenous groups or distinctions.

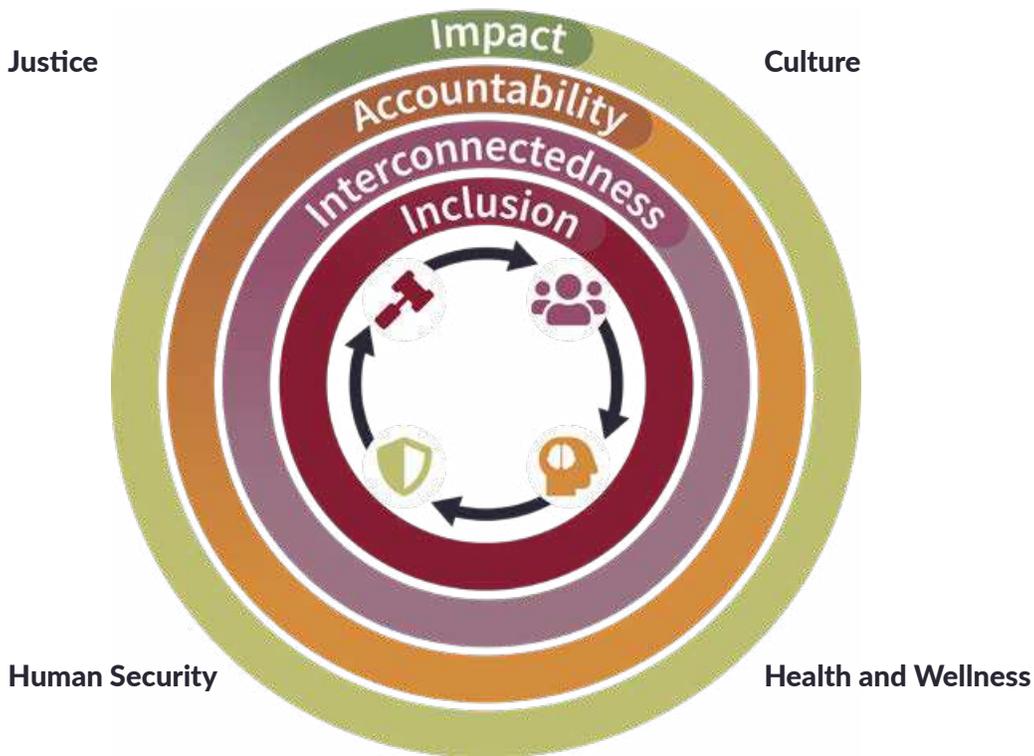
Each general indicator within the Strategy is included within one of the four thematic clusters: culture, health and wellness, human security, and justice. These thematic clusters are grounded in the respect for Indigenous human rights that include inherent, Treaty, and Constitutional rights, and in the responsibilities of all governments, institutions, and organizations, for the work undertaken to address violence. Indicators selected reflect a clear focus on prevention and identifying sources of strength, while addressing important gaps that serve to target Indigenous women, girls, and 2SLGBTQQIA+ people.

## Data Strategy at a Glance

**Inclusion**, as specific to data, means the full and active participation of all Indigenous people, including non-Status, First Nation, Inuit, Métis and 2SLGBTQQIA+, regardless of where they live. This means that data must be inclusive, but also be applied as needed in distinctions-based and disaggregated ways.

**Interconnectedness** is central to Indigenous world views. As specific to data, it refers to the way in which the four thematic clusters in the data strategy interrelate. It also relates the data development, and the interconnectedness of quantitative and qualitative data.

### Safety of Indigenous women, girls and 2SLGBTQQIA+



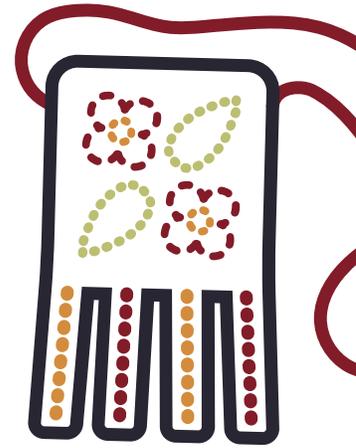
**Impact**, as it pertains to data, refers to creating meaningful effect on policy, legislation and society at large. The data strategy will monitor impact through measurable progress toward the ultimate outcome, safety for Indigenous women and girls and 2SLGBTQQIA+ people.

**Accountability**, as specific to data, is the shared accountability that collecting data leads to. It means that once data is gathered, and progress is tracked, action can be taken. It also refers to the important relationships that must animate the process for true and meaningful accountability.

*The four thematic clusters – Culture, Health & Wellness, Human Security, and Justice  
- are from Reclaiming Power and Place.*

## The Quantitative Indicator Framework

The Quantitative Indicator Framework outlines quantitative indicators which fall under the four thematic clusters: Culture, Health and Wellness, and Human Security and Justice. These thematic clusters form the structure for the Framework, with the broadly defined quantitative indicators as the more fluid elements. The Quantitative Indicator Framework will remain evergreen as indicators continue to be selected, refined, and enhanced in order to best contribute to the measurement of the ultimate indicator of safety. They are interrelated but grouped under a specific cluster for organizational purposes.



### Quantitative Indicators



#### Culture

- \* Access to traditional food
- \* Access to spirituality/ ceremony
- \* Connection to culture for children, youth, adults and seniors
- \* Sense of belonging/ identity
- \* Language retention and revitalization
- \* Cultural mentorship



#### Health & wellness

- \* Self-rated health
- \* Access to health services
- \* Perception of healthy relationships
- \* Distance to services
- \* Self-rated mental wellness
- \* Access to land
- \* Access to traditional medicines and healers



#### Human security

- \* Employment rate
- \* Graduation rate
- \* Access to education and training
- \* Access to broadband
- \* Poverty
- \* Transportation
- \* Housing conditions
- \* Safe spaces/ shelters
- \* Emergency infrastructure
- \* Other community safety and social supports
- \* Food insecurity
- \* Access to traditional systems of protection
- \* Industries in communities

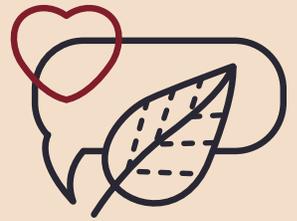


#### Justice

- \* Indigenous police forces or law enforcement connection to community
- \* Training of justice personnel
- \* Indigenous justice personnel
- \* Case before courts/ arrests
- \* Confidence in the system
- \* Restorative justice/ traditional justice programs
- \* Navigator programs ie FILU
- \* 2S and trans – specific issues, ie X markers

## Next Steps

The Data Sub-Working Group also continues to examine the best measurement approach that centres relationships and ensures accountability. In doing so, it is informing the development of the data needed for the strategy, including general recommendations pertaining to the need for development of qualitative data sources.



The Data Sub-Working Group also understands the urgency of developing a National Action Plan Data Strategy that will move the Plan into action. Continuing work will centre the National Family and Survivors Circle as well as other key stakeholders. While maturing these relationships, the Data Sub-Working Group will also confirm the specific core and group-specific quantitative indicators, and develop recommendations, to be included in the Quantitative Indicator Framework. It will also confirm the National Action Plan Data Strategy with key stakeholders.

While the Technical Data Sub-Working Group continues examining the viability of each quantitative indicator and data availability and development, the Data Sub-Working Group recommends the need for Indigenous-led data collection, in distinctions-based and identity-based terms, including development of quantitative, qualitative, and Indigenous-led research according to Indigenous research ethics, as an urgent priority to move forward and to support Indigenous Data Sovereignty.

This work to develop the National Action Plan Data Strategy is informed by the opportunity to recognize that sustainable First Nations, Métis and Inuit-led data functions and systems are a prerequisite for strengthened accountability, evidence based decision-making, and efficient and effective governance. The Indigenous Data Sovereignty lens that is inclusive of all Indigenous worldviews and perspectives will continue to define what is important to measure and to inform how this work advanced.

First Nations, Inuit, Métis Nation, and Indigenous organizations and communities are best placed to hold broader conversations among themselves and with all governments about how the safety of Indigenous women, girls, and 2SLGBTQQIA+ people and progress are measured, and to ensure that high quality, culturally-relevant, disaggregated and distinctions-based data are available. The National Action Plan Data Strategy centres relationships and recognizes that sustainable First Nations, Inuit, Métis-led data functions and systems are a prerequisite for strengthened accountability, evidence-based decision making, and efficient and effective Indigenous-led governance and nation-building.



# Conclusion

For decades, families, survivors and representative Indigenous organizations have been advocating for safety, security and equity for Indigenous women, girls, and 2SLGBTQQIA+ people. Well before the National Inquiry started, we worked to bring to the forefront the necessity for transformative change. We did this and continue to do so, in honour of survivors, for children and families who have lost their loved ones, and for future generations. We recognize the strength of Indigenous women, girls, and 2SLGBTQQIA+ people, and will continue this crucial work.

As we continue on this path it is important to stand in truth in the relationship with families and survivors, including the National Family and Survivors Circle, as guiding and informing the National Action Plan and the principle of “Nothing About Us, Without Us”. This principle recognizes that the voices and truths of families of missing and murdered Indigenous women, girls, and 2SLGBTQQIA+ people, and survivors of violence led to the 231 Calls for Justice and 62 Calls for Miskotahâ. The principle places the lived experience and leadership of families and survivors at the centre of the development of the National Action Plan and accountability structure for implementation. Indigenous women, girls, 2SLGBTQQIA+ people, families, and survivors are reclaiming power and place and guiding transformative change to end all forms of gender- and race-based violence.

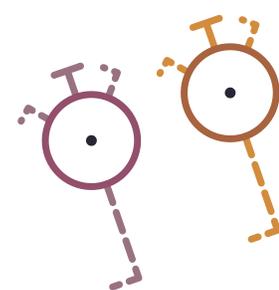
Success of the National Action Plan will be measured by how effectively it reaches Indigenous women, girls, 2SLGBTQQIA+ people, families, and survivors of violence and helps achieve the vision of a Canada where Indigenous women, girls, and 2SLGBTQQIA+ people, wherever they are, live free from violence, and are celebrated, honoured, respected, valued, safe, and secure. As one family member wrote in the foreword of the National Inquiry report:

The Government of Canada as a whole has the responsibility of ensuring every citizen is protected by the laws of the land; all people living in Canada have the responsibility to live in peace and with respect for basic human rights, including safety and justice. It is time for justice, closure, accountability, equality and true reconciliation. It is time to END VIOLENCE against Indigenous women, girls, and 2SLGBTQQIA people. What do we want? JUSTICE! When do we want it? NOW!  
*(Vanish, by Gladys Radek)<sup>51</sup>*



# Appendix A: Acronyms

ACRONYM	DEFINITION
<b>2SLGBTQQA+ people:</b>	Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and Asexual Plus people
<b>AFN:</b>	Assembly of First Nations
<b>CAP:</b>	Congress of Aboriginal Peoples
<b>CYFA:</b>	Children, Youth and Families Act
<b>GBA Plus:</b>	Gender-Based Analysis Plus
<b>GN:</b>	Government of Nunavut
<b>GNL:</b>	Government of Newfoundland and Labrador
<b>GNWT:</b>	Government of the Northwest Territories
<b>IGO:</b>	Indigenous Governments and Organizations
<b>HSIF:</b>	Health Services Integration Fund
<b>ITK:</b>	Inuit Tapiriit Kanatami
<b>LFMO:</b>	Les Femmes Michif Otipemisiwak
<b>MKO:</b>	Manitoba Keewatinowi Okimakanak
<b>MMIWG:</b>	Missing and Murdered Indigenous Women and Girls
<b>MLA:</b>	Members of the Legislative Assembly
<b>NFSC</b>	National Family and Survivors Circle
<b>NIMMIWG</b>	National Inquiry into Missing and Murdered Indigenous Women and Girls
<b>NL:</b>	Newfoundland and Labrador
<b>NSNWA:</b>	Nova Scotia Native Women's Association
<b>NWT:</b>	Northwest Territories
<b>OCAP®:</b>	Ownership, Control, Access, and Possession®
<b>PEI:</b>	Prince Edward Island
<b>PTOs:</b>	Provincial Territorial Organizations
<b>SIRT:</b>	Serious Incident Response Team
<b>YAC:</b>	Yukon Advisory Committee



# Appendix B: Key Terms

TERMS	DEFINITION
<b>Agency</b>	Refers to the capacity and rights of individuals to act independently and to make their own free choices.
<b>Anti-racism</b>	Refers to strategies, theories, actions, and practices that challenge and counter racism, inequalities, prejudices, and discrimination.
<b>Co-development</b>	Refers to when two or more parties work together to develop a product jointly.
<b>Colonization</b>	Refers to when one group takes control of the lands, resources, languages, cultures, and relationships of another group.
<b>Co-management</b>	Refers to a process that brings together governments and organizations to share management responsibility.
<b>Community</b>	In the National Action Plan, the term “community” is utilized in the broadest sense, referring to Indigenous communities or groups with diverse characteristics who may be linked by social ties, share common perspectives, and/or engage in joint action in geographical locations or settings.
<b>Culturally Informed</b>	Refers to acknowledging, respecting, and integrating Indigenous cultural values, beliefs, and practices.
<b>Culturally Safe</b>	Refers to recognizing and addressing power imbalances and inequities, enabling services and processes that are holistic, spiritually, socially, and emotionally safe and allowing reclamation of power.
<b>Decolonization</b>	Refers to challenging colonial influences and dismantling and replacing structures that perpetuate the status quo using Indigenous perspectives.
<b>GBA Plus</b>	Refers to an analytical process used to assess how different women, men, and gender-diverse people may experience policies, programs, and initiatives. It includes other intersecting characteristics such as race, ethnicity, religion, age, and mental and physical disability.
<b>Gladue Principles</b>	Refers to an approach to sentencing and bail hearings allows judges to consider sentencing alternatives to incarceration when appropriate. These reports/principles allow a judge to consider the colonial history of Indigenous people when they encounter the criminal justice system. This initiative is aimed at reducing the number of incarcerated Indigenous people.
<b>Grassroots</b>	Grassroots organizations use collective action from the local level to effect change at the local, regional, national, or international level.
<b>Governments</b>	Refers to federal, provincial, territorial, municipal and Indigenous government.

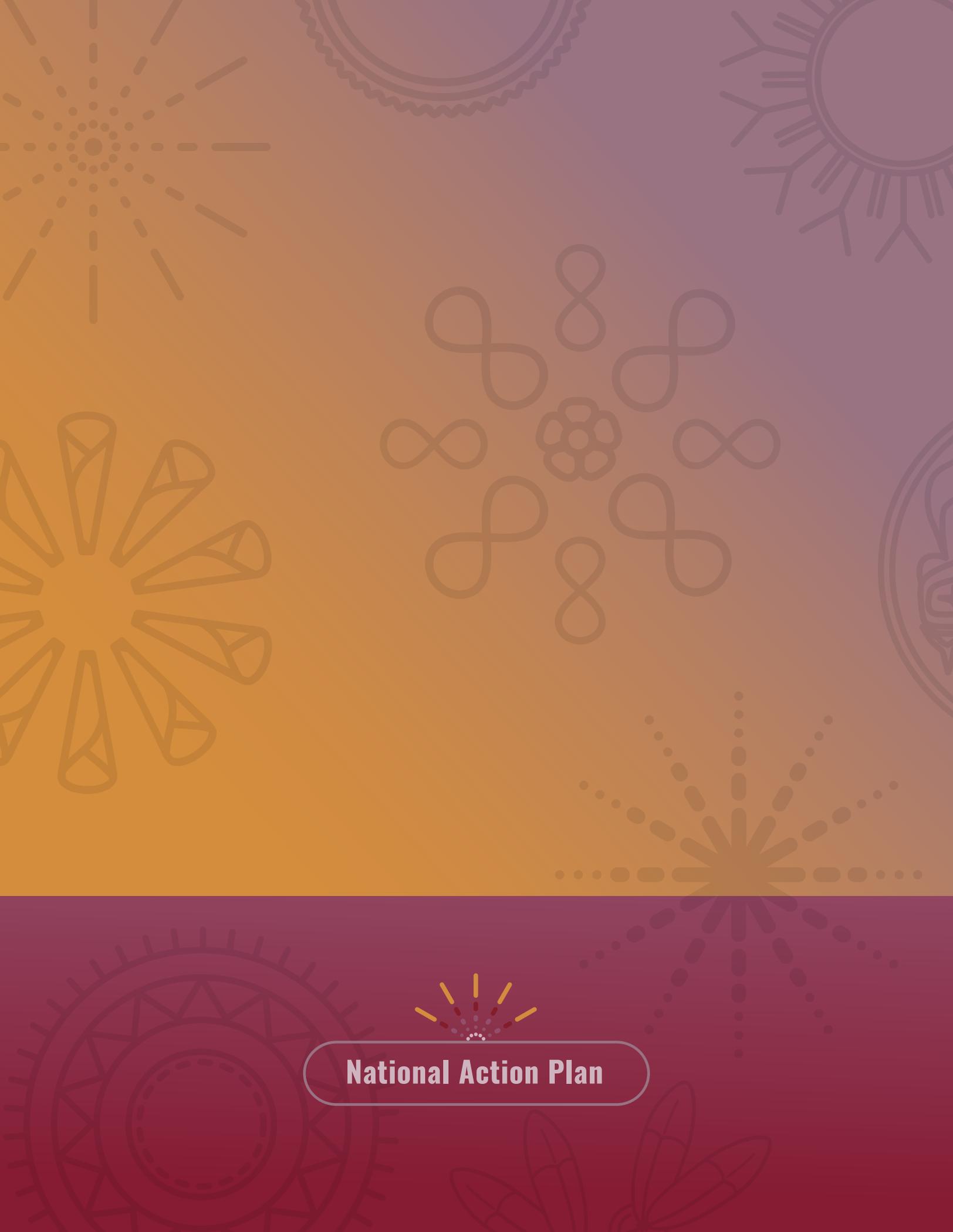
TERMS	DEFINITION
<b>Intergenerational Trauma</b>	Refers to the transmission of historical and contemporary trauma from one generation to the next.
<b>Miskotahâ</b>	Refers to the Michif word for change.
<b>OCAP®</b>	Refers to ownership of, control of, access to, and possession of research processes affecting participant communities, and the resulting data. OCAP addresses issues of privacy, intellectual property, data custody and secondary use of data. <sup>52</sup>
<b>Racism</b>	Refers to the belief that all members of each race possess characteristics or abilities specific to that race, especially so as to distinguish it as inferior or superior to another race or races. Racism is typically directed at and against communities that are considered to be non-white.
<b>Residential Schools</b>	Refers to government-sponsored religious schools that were established to assimilate Indigenous children into Euro-Canadian culture.
<b>Self-Determination</b>	Refers to a state having the right to choose freely its political, economic, social, and cultural systems and is defined as the right of a people to constitute itself in a state or otherwise freely determine the form of its association with an existing state. <sup>53</sup>
<b>Shelters</b>	Refers to emergency shelter projects that may contain hostel style living units where occupants can stay for only a short period of time, usually one to three weeks.
<b>Strength-based</b>	Refers to an approach, where the focus is on self-determination, and the individual identifies value and assembles strengths, capacities, and the free will to decide in the course of action.
<b>Substantive Equality</b>	Refers to taking special measures to achieve true equality in order to address historical disadvantages, intergenerational trauma, and discrimination.
<b>Systemic Discrimination/Racism</b>	Refers to patterns of behaviour, policies or practices that are part of the structures of governments and institutions, and which create or perpetuate disadvantage for racialized persons.
<b>Transition Housing</b>	Transitional housing is interchangeable with second stage housing and is an extended term, interim housing project for those leaving emergency shelters, providing accommodation generally for a period of about one year.
<b>Truth Gathering Process</b>	Refers to a combination of witness testimony from family members and survivors, knowledge keepers, experts and institutional witnesses, independent research, and subpoenaed evidence.
<b>Wraparound Services</b>	Refers to an integrated system of care that provides individualized, coordinated, person or family-driven care that will meet the complex needs of children and their families.

# Endnotes

- 1 Unless otherwise noted, all terms and definitions are taken from MMIWG Final Report, [https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final\\_Report\\_Vol\\_1a-1.pdf](https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_1a-1.pdf).
- 2 Métis Nation Council (2021). About. Available at: <https://www2.metisnation.ca/about/>. Retrieved 2021 05 19.
- 3 Métis National Council (2021). Citizenship. Available at: <https://www2.metisnation.ca/about/citizenship/>. Retrieved 2021 05 19.
- 4 Throughout this National Action Plan, the term “community” is utilized in the broadest sense, referring to Indigenous communities or groups with diverse characteristics who may be linked by social ties, share common perspectives, and/or engage in joint action in geographical locations or settings.
- 5 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Reclaiming power and place: Executive summary of the national inquiry into missing and murdered Indigenous women and girls. Available at: [https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Executive\\_Summary.pdf](https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Executive_Summary.pdf).
- 6 LFMO (2019). Métis perspectives of missing and murdered Indigenous women, girls and LGBTQ2S+ people. Available at: <https://en2.metiswomen.org/wp-content/uploads/2019/11/LFMO-MMIWG-Report.pdf>.
- 7 JUS (2019). Indigenous overrepresentation in the criminal justice system. Just Facts. Research and Statistics Division. Available at: <https://www.justice.gc.ca/eng/rp-pr/jr/jf-pf/2019/docs/may01.pdf>.
- 8 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Reclaiming power and place: The final report of the national inquiry into missing and murdered Indigenous women and girls. Volume 1a. Available at: [https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final\\_Report\\_Vol\\_1a-1.pdf](https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_1a-1.pdf).
- 9 NWAC (2020). The Native Women’s Association fact sheet: Violence against Indigenous women, girls, and 2SLGBTQIA people in Canada. Available at: <https://www.nwac.ca/wp-content/uploads/2021/03/MMIWG-and-Violence-Fact-Sheet-Formatted-2021.pdf>.
- 10 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Reclaiming power and place. Volume 1a.
- 11 Cotter, A. (2018). Violent victimization of women with disabilities, 2014. Juristat, Catalogue no. 85-002-X, ISSN 1209-6393. Available at: <https://www150.statcan.gc.ca/n1/en/pub/85-002-x/2018001/article/54910-eng.pdf?st=qDgD1TnY>.
- 12 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Reclaiming power and place. Volume 1a.
- 13 For example, the Truth and Reconciliation Commission and the Sisters in Spirit campaign.
- 14 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Reclaiming power and place. Volume 1a.
- 15 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Reclaiming power and place. Volume 1a.
- 16 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Reclaiming power and place. Volume 1a.
- 17 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). A legal analysis of Genocide. Supplementary Report. Available at: [https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Supplementary-Report\\_Genocide.pdf](https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Supplementary-Report_Genocide.pdf).
- 18 Stefanovich, O. (2019). UN Human Rights Office calls for examination of MMIWG inquiry’s genocide claim. Available at: <https://www.cbc.ca/news/politics/stefanovich-un-national-inquiry-genocide-response-1.5174855>.
- 19 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Reclaiming power and place: Executive summary.
- 20 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Reclaiming power and place. Volume 2: A supplementary report of the national inquiry into missing and murdered Indigenous women and girls – Kepek – Quebec. Available at: [https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final\\_Report\\_Vol\\_2\\_Quebec\\_Report-1.pdf](https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Final_Report_Vol_2_Quebec_Report-1.pdf).
- 21 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). A legal analysis of genocide.
- 22 LFMO (2019). Métis perspectives.
- 23 PMO (2019). Prime Minister welcomes final report from the National Inquiry into Missing and Murdered Indigenous Women and Girls. Available at: <https://pm.gc.ca/en/news/statements/2019/06/03/prime-minister-welcomes-final-report-national-inquiry-missing-and>.
- 24 Government of British Columbia (2019). Premier’s statement on national inquiry into missing and murdered Indigenous women and girls final report. Available at: <https://news.gov.bc.ca/releases/2019PREM0080-001132>.
- 25 ITK (2019). Resolution B19-06-02. ITK Board of Directors, June 27th. Available at: <https://www.itk.ca/wp-content/uploads/2020/06/B19-06-02-ITKBoD-MMIWG.pdf>.
- 26 Pauktuutit (2019). Pauktuutit Inuit Women of Canada News release.
- 27 Henry (2019). MMIWG report a step in the right direction say local groups. Available at: <https://www.lakelandtoday.ca/bonnyville-news/mmiwg-report-a-step-in-the-right-direction-say-local-groups-1911201>.

- 28 AFN (2019). Resolution 67/2019. AFN General Assembly, June 23-25, Fredericton, New Brunswick. Available at: <https://www.afn.ca/wp-content/uploads/2019/08/2019-AGA-Resolutions.pdf>.
- 29 CAP (2019). Press statement on final report from the National Inquiry into Missing and Murdered Indigenous Women and Girls. Available at: <http://www.abo-peoples.org/wp-content/uploads/2019/06/June-3-Press-Statement.pdf>.
- 30 Narine, S. (2019). Chiefs push for federal government response to MMIWG inquiry report. Available at: <https://windspeaker.com/news/windspeaker-news/chiefs-push-federal-government-response-mmiwg-inquiry-report>.
- 31 CTV Winnipeg (2019). Manitoba leaders react to the MMIWG inquiry's final report. Available at: <https://winnipeg.ctvnews.ca/manitoba-leaders-react-to-the-mmiwg-inquiry-s-final-report-1.4449656>.
- 32 The term “wherever they are” is meant to be inclusive of wherever Indigenous women, girls, and 2SLGBTQIA+ people may live, reside, or may be.
- 33 Contributing Partners is used throughout the National Action Plan and includes the First Nations Sub-Working Group, the Inuit Working Group, the Métis Nation Sub-Working Group, the Sub-Working Group of the Congress of Aboriginal Peoples, the Urban Sub-Working Group, the 2SLGBTQIA+ Sub-Working Group, the Data Sub-Working Group, and the Federal Sub-Working Group.
- 34 The term “wherever they are” is meant to be inclusive of wherever Indigenous women, girls, and 2SLGBTQIA+ people may live, reside, or may be.
- 35 United Nations General Assembly (2007). United Nations Declaration on the Rights of Indigenous Peoples. Resolution/adopted by the General Assembly, 2 October 2007, A/RES/61/295. Available at: <http://www.refworld.org/docid/471355a82.html>.
- 36 The United Nations (1988). Convention on the Elimination of All Forms of Discrimination against Women. Treaty Series, 1249, 13. Available at: <https://www.ohchr.org/Documents/ProfessionalInterest/cedaw.pdf>.
- 37 United Nations Commission on Human Rights (1990). Convention on the Rights of the Child. Available at: <https://www.ohchr.org/documents/professionalinterest/crc.pdf>.
- 38 Note: the Constitution also uses the term Aboriginal.
- 39 United Nations General Assembly (2007). United Nations Declaration on the Rights of Indigenous Peoples.
- 40 “Basic rights” as identified in the United Nations Declaration on the Rights of Indigenous Peoples - United Nations General Assembly (2007).
- 41 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Reclaiming power and place: The final report of the national inquiry into missing and murdered Indigenous women and girls. Summary of the Calls for Justice, at page 2. Available at: <https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Calls-Web-Version-EN.docx>
- 42 Ibid, at pages 2-3.
- 43 See Statistics Canada, “Aboriginal peoples in Canada: Key results from the 2016 Census”, (Published in The Daily. Catalogue No 11-001-X, 2017) Online: <https://www150.statcan.gc.ca/n1/daily-quotidien/171025/dq171025a-eng.htm>.
- 44 See Daniels v Canada (Minister of Indian Affairs and Northern Development), 2014 FCA 101 at para 70, 371 DLR (4th) 725 [Daniels FCA].
- 45 Canada, “A Backgrounder on Poverty in Canada” (October 2016) at p 9-14. <online: <https://www.canada.ca/en/employment-social-development/programs/poverty-reduction/backgrounder.html>>; Canada, Social and Aboriginal Statistics Division, Aboriginal Children’s Survey, 2006: Supporting Data Tables (Ottawa: Statistics Canada, 2006) at 137 <online: <https://www150.statcan.gc.ca/n1/pub/89-634-x/89-634-x2008005-eng.pdf>>.
- 46 Native Women’s Association of Canada. Fact Sheet: Missing and Murdered Aboriginal Women and Girls at [https://www.nwac.ca/wp-content/uploads/2015/05/Fact\\_Sheet\\_Missing\\_and\\_Murdered\\_Aboriginal\\_Women\\_and\\_Girls.pdf](https://www.nwac.ca/wp-content/uploads/2015/05/Fact_Sheet_Missing_and_Murdered_Aboriginal_Women_and_Girls.pdf).
- 47 CAP’s provincial and territorial affiliate organizations include: NunatuKavut Community Council, Native Council of Prince Edward Island, New Brunswick Aboriginal Peoples Council, Alliance Autochtone du Quebec, Native Council of Nova Scotia, Ontario Coalition of Indigenous People, Association of Métis, Non and Status Indians Saskatchewan, Indigenous Peoples Alliance of Manitoba, Aboriginal Congress of Alberta Association, North West Indigenous Council.
- 48 Although Québec did not endorse the Declaration for a Canada Free of Gender-Based Violence, it supports its general principles and will continue to be active in the fight against gender-based violence by prioritizing its own actions and measures. It also intends to continue to share information and best practices with other governments on this issue.
- 49 [https://cdn-contenu.quebec.ca/cdn-contenu/adm/min/conseil-executif/publications-dm/saa/administratives/plan\\_action/fr/plan-action-social.pdf?1605704439](https://cdn-contenu.quebec.ca/cdn-contenu/adm/min/conseil-executif/publications-dm/saa/administratives/plan_action/fr/plan-action-social.pdf?1605704439).

- 50 WAGE (2019). *Missing and murdered Indigenous women and girls: initiatives will rally communities across Canada to commemorate, heal and advance reconciliation*. Available at: <https://www.newswire.ca/news-releases/missing-and-murdered-indigenous-women-and-girls-initiatives-will-rally-communities-across-canada-to-commemorate-heal-and-advance-reconciliation-864726679.html>.
- 51 National Inquiry into Missing and Murdered Indigenous Women and Girls (2019). Volume 1a
- 52 CIHR, NSERC & SSHRC (2018). *Tri-Council policy statement: Ethical conduct for research involving humans*. Available at: <https://ethics.gc.ca/eng/documents/tcps2-2018-en-interactive-final.pdf>.
- 53 Encyclopedia Britannica (2021). Available at: <https://www.britannica.com/topic/self-determination>.



**National Action Plan**