



2SLGBTQ+  
Advisory Committee

**Strategic Plan 2021-2023**

# NWAC 2SLGBTQ+ Advisory Committee

## Summary

The proposed creation of an internal 2SLGBTQ+ Advisory Committee is a meaningful step toward ensuring NWAC's short and long-term advocacy goals are relevant to and inclusive of Indigenous 2SLGBTQ+ people.

## Background

In June 2018, an internal Engagement Strategy paper outlined NWAC's plan for engaging and connecting with Indigenous women and gender-diverse people in 2SLGBTQQIA+ communities. The strategy notes that it is incumbent on NWAC to respond to gender diversity within the communities it serves. This is necessary to avoid replicating the oppression of 2SLGBTQQIA+ communities and becoming complicit in the erasure of Indigenous people experiencing multiple, intersecting forms of discrimination. As part of its 2018 Engagement Strategy, NWAC conducted an Initial Needs and Barriers Survey with the public in which several overall themes were identified: the need for all NWAC programs, services, and spaces to be more inclusive; more education at all levels on topics relating to gender and sexual diversity; further research and knowledge-sharing on specific traditional two-spirit teachings and roles in communities; and the creation of safe spaces to be reclaimed in community-based, traditional, ceremonial contexts. We believe an internal 2SLGBTQQIA+ Advisory Committee would help forge new paths to accountability and reconciliation within our organization and offer sincere and concrete steps in actualizing the inclusion of trans, two-spirit, and gender-diverse people's voices, experiences, and perspectives in all present and future work.

## Rationale

A 2SLGBTQQIA+ Advisory Committee directly addresses the National Inquiry into MMIWG2SLGBTQQIA+ Call to Justice #18.9, which asks First Nations, Métis, and Inuit leadership and advocacy bodies to equitably include 2SLGBTQQIA+ people, and for national Indigenous organizations to have a 2SLGBTQQIA+ council or similar initiative. Through preliminary discussions, our policy teams have begun to identify other important action items a 2SLGBTQQIA+ Advisory Committee could work to address, including (but not limited to):

- Ensure NWAC surveys and other forms of data collection reflect gender diversity, in response to Call to Justice #18.4, which outlines the need for better representation in data collection and reporting options.
- Work with staff at the Resiliency Lodge to provide safe spaces for 2SLGBTQQIA+ guests, in response to Call to Justice #18.10 regarding the provision of safe and dedicated ceremony and cultural spaces for 2SLGBTQQIA+ adults.
- Work to advance the profile of 2SLGBTQQIA+ representatives in NWAC's internal and external governance structures, in accordance with Call for Justice #1.4, which outlines the need for Indigenous organizations to promote 2SLGBTQQIA+ governance and leadership.

Importantly, the implementation of a 2SLGBTQQIA+ Advisory Committee has already been advocated for in several ongoing proposals from NWAC staff, including a Health and Wellness Workplan for FINIB which outlines the importance of a 2SLGBTQ+ committee in meeting NWAC's needs for health policy and organizational capacity.

### **Approach**

The proposed committee would be anchored by the frameworks of consensus-based decision making, Culturally Relevant Gender-Based Analysis (CRGBA), and accessibility. The committee would focus on active capacity building, as well as creating opportunities to reflexively improve processes, policies, and project-related work. To this end, the 2SLGBTQ+ Committee adheres to the following guiding frameworks and values:

#### **Guiding Frameworks**

- Anti-Oppression
- Decolonial
- Intersectional
- Indigiqueer Resurgence
- Trauma-Informed

#### **Guiding Values**

- Humility
- Mutual Respect
- Ethics of Non-Competition
- Meaningful Consultation, Representation, and Collaboration
- Prioritizing Relationships and Relationship Building

### **Resources**

Committee coordination and administration will be a shared responsibility among members of the Committee, unless otherwise stipulated. In alignment with the Committee's Guiding Frameworks and Values, the Committee will operate collectively to achieve consensus in decision making and refrain from designating any one member as the authority on Committee activities and perspectives. Where consensus cannot be achieved, an external party with appropriate expertise as determined by the Committee may be consulted to support with decision-making.

Administrative tasks include coordination of monthly meetings, developing agendas and meeting minutes, keeping track of objectives and outcomes, volunteering for Committee-related activities, and quarterly reporting. The Committee will limit costs and resources required to meet its objectives by ensuring administrative tasks are completed by existing NWAC team members, utilizing virtual meetings and communication, and streamlining funding through existing program costs wherein the Committee's objectives overlap with the program or project funding. Identifying further or more substantial funding opportunities would be an ongoing priority of the Committee.

## 2SLGBTQ+ Advisory Committee Strategic Plan 2021-2023

### GOAL #1: Capacity-building for 2SLGBTQ+ priorities and projects

Objective (what)	Rationale (why)	Key Strategies (how)	Measurements of Success (yay)	Timeframe
1) Ensuring appropriate knowledge, representation, and cooperation is reflected on the 2SLGBTQ+ Committee	Diverse representation and full cooperation ensure the longevity of the committee, and that we have appropriate expertise to achieve our key goals and objectives.	-Getting feedback from each NWAC team to inform committee's activities. -Request an executive invitation to be sent to all staff requesting that at least 1 person from each distinct team attends each committee meeting and keep track of measures of success.	a) Representation across teams and across identities (e.g. at least one person from each team in regular attendance and actively contributing to Committee's work); b) at least one 2S(+) person is actively involved in the Committee (either as an NWAC staff member or as a paid community consultant).	Jan-April 2021 (and ongoing)
2) Consult and share resources on priorities and projects relating to 2SLGBTQ+ communities	-Streamline human resources; ensure that all of our work is comprehensive, collaborative, and relevant to 2SLGBTQ+ folks -Accelerate our committee's Impact by reducing redundancies -cross-team sharing will also facilitate a healthy, collaborative work environment more broadly.	-Continued utilization of Teams chat -Adding a standing agenda item to existing cross-team and/or director meetings -Document reviews - Committee members can work with directors to streamline communications with exec	# of Committee meetings # of consultations across teams # of reviewed documents # of cross-team collaboration on 2SLGBTQ+ projects	Ongoing, quarterly (e.g. with BoD reports; with director reports)

**GOAL #1: Capacity-building for 2SLGBTQ+ priorities and projects (Cont'd)**

<p>3) More 2SLGBTQ+ staff in permanent and/ or leadership positions</p>	<p>Having 2SLGBTQ+ staff will illustrate NWAC's commitment to equitable hiring and to ensuring that the maxim "nothing about us without us" is adhered to</p>	<p>-Annual review and improvement of NWAC recruitment strategy, including: identification of key partners for outreach, creating protocol for priority hiring, ensuring full awareness and transparency of NWAC's hiring processes. -invite someone from HR to be Committee member -ensure hiring process for consultants is more accessible</p>	<p>-HR representation on the Committee -Completed annual review -# of self-identified 2SLGBTQ+ staff has grown by at least 1-2 people per year</p>	<p>On or before Dec 2021 (and on annual basis)</p>
<p>4) Secure funding for 2SLGBTQA+ NWAC organizational change, advocacy, and inclusion.</p>	<p>-is important for carving out staff time for this Committee and its work;</p>	<p>Write proposals specific to 2SLGBTQ+ priorities (e.g. finding funding for Phase II of the GBV project, finding funding for new projects for the unit). -partner with folks like 2SiM and resource sharing, and hiring 2S consultants</p>	<p>-2 funding sources by the end of 2021 (e.g. 1 from Health, 1 from Social Dvlpmnt)</p>	<p>-ongoing (CfP cycles)</p>

**GOAL #2: Enhance Representation and Relevancy (being part of important conversations)**

<b>Objective</b>	<b>Rationale</b>	<b>Key Strategies</b>	<b>Measurements of Success</b>	<b>Timelines</b>
1) Be a full, equal, mindful, and equitable participant on key issues of relevance to Indigenous 2SLGBTQ+ communities	-legitimizing NWAC's role....how can we best help? How can we ensure we're not erasing/harming efforts of other orgs with more specific mandates?	-build meaningful relationships with other orgs (before securing a "seat") Secure seats on relevant 2SLGBTQ+ committees -participate in key events with partnering organizations (side note: being mindful of how to best partner/shift our focus to ensure we're not encroaching)	- Improved relationships with those working on the ground, who work with Indigenous 2SLGBTQ+ individuals that, due to capacity/funding/logistical reasons, NWAC cannot meaningfully engage with in a feasible way. Improved and new relationships/partnerships will increase NWAC's ability to successfully engage with and advocate for the most marginalized and targeted 2SLGBTQ+ populations	-ongoing
2) Clearly advocate for 2SLGBTQ+ communities' needs, rights, and strengths	Enhance the relevance and quality of NWAC's advocacy for Indigenous 2SLGBTQ+ individuals and the communities they are a part of.	-utilize our social media channels to highlight relevant events, key political decisions, and 2SLGBTQ+ activism	2SLGBTQ+ specific Communications plan (including the recognition of days of advocacy, participation in Pride activities, etc.) with the goal of increasing visibility and representation of Indigenous 2SLGBTQ+ individuals and the issues that impact their lives, in support of Call For Justice #18.19 which calls upon organizations to educate the public on the history of non-gender binary people in Indigenous societies, and to use (social) media to build awareness and understanding of 2SLGBTQQIA issues.	-ongoing

**GOAL #3: An organizational culture that is informed, supportive, humble, and transparent to the intersecting and complex realities of 2SLGBTQ+ communities**

<b>Objective</b>	<b>Rationale</b>	<b>Key Strategies</b>	<b>Measurements of Success</b>	<b>Timelines</b>
1) Develop mandatory training to sensitize all staff to the intersecting and complex realities of 2SLGBTQ+ communities	Systematic staff education ensures NWAC's projects and advocacy work is timelier and more relevant to 2SLGBTQ+ lives; 2SLGBTQ+ staff feel supported working at NWAC	-conduct an internal assessment of staff knowledge relating to 2SLGBTQ+ cultures, communities, and lives -meaningful qualitative reporting that ensures quality & relevancy of the training -hire a consultant for the education component	-Training modules have been developed and are periodically updated. -Annual reviews illustrate that X% of staff have completed the internal training -Awareness and knowledge has been enhanced among all trainees.	Internal assessment before Dec 2021; hire consultant before end of March 2022; annual review completed before Dec 2021
2) Normalize and promote 2SLGBTQ+ wellbeing, and reduce micro-aggressions associated with language, access, and communication	2SLGBTQ+ staff feel supported working at NWAC	-Ensure pronouns are included in everyone's email signature - Clarify NWAC terminology and shared language -Ensure updated gender expansive mission statement is included in all documents and correspondence. -Work with facilitators, notetakers, other consultants to ensure application	-X% of staff have watched X# of webinars on these issues. -pronouns included in all staff's email signature -all organizational files reflect gender expansive language -perceptions of well-being have improved	-determine specific timelines for key strategies by end of fiscal (March 2021) -quarterly reports
3) 2SLGBTQ+ specific policies on harassment, conflict resolution, discrimination, etc.	-illustrates NWAC's commitment and accountability to 2SLGBTQ+ communities; ensures a healthier, more transparent work env HR feels empowered to make changes/build on our strengths	-update the HR Policy Manual (hire student) -Internal assessment in collaboration with HR to identify gaps, priorities, and areas for improvement	-HR manual includes specific policies/protocols re: language, communication	-internal assessment of HR Manual done by March 2021; Updated HR manual before Dec 2021