



# Solidarity.

to UNIFY & AMPLIFY our Voices

2021 . 2022  
ANNUAL REPORT



Native Women's Association of Canada  
L'Association des femmes autochtones du Canada

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## President's Message

LORRAINE WHITMAN

This year we came together in person again after two years of isolation. And we had a lot to say—especially in our advocacy efforts related to missing and murdered Indigenous women, girls, and Two-Spirit people. They are our sisters, our daughters, our mothers, our aunties, and our friends.

We were heartbroken to learn of the 215 unmarked graves discovered on the grounds of the Kamloops Residential School. I wrote to Pope Francis on more than one occasion, prior to the announcement of his trip to Canada. In my letters, I expressed my deep disappointment with his failure to apologize on behalf of the Roman Catholic Church and to acknowledge the pivotal role it had played in the emotional, physical, and psychological abuse of Indigenous children at church-run Indian residential schools. I called for the grounds of every residential school in Canada to be searched for additional graves, and I joined other leaders of national Indigenous organizations in demanding that a full inquiry be held to determine what happened at Kamloops.

I also hosted many educational workshops, including a virtual dreamcatcher workshop in honour of Red Dress Day. This was an opportunity to share the importance of dreamcatchers, their stories, and what they mean to our culture.

After three years of the federal government making no progress on the 231 Calls for Justice issued by the National Inquiry into Missing and Murdered Indigenous Women and Girls, we at NWAC took matters into our own hands and developed our own action plan, *Our Calls, Our Actions*. It outlines over 65 concrete actions that NWAC is taking to start addressing the very first Calls for Justice.

In July, the appointment of Mary Simon as Governor General of Canada was a poignant event. In addition to significantly improving Indigenous representation in the Canadian Government Leadership, the appointment provides more opportunity for the voices of Indigenous Peoples to be heard. I met virtually with Mary Simon more than once to discuss how her priorities align with ours and how we can best work together to effect a meaningful change.



I met with Marc Miller, Minister of Crown-Indigenous Relations, on a couple of occasions to discuss NWAC's initiatives, including regaining faith in the commitments made by the government to Indigenous Peoples. We discussed *the Accord* his department signed with the NWAC, and I stressed the importance of meeting regularly to ensure that the NWAC has a seat at decision-making tables. I reminded him of NWAC's decades of experience in working with women to implement community-led, practical solutions to problems, and that we are ready to share our expertise and put in the work to move away from colonization. On one occasion, I hosted Minister Miller in my home community of Glooscap First Nation, where he was told about the barriers that our organization faces within the government system. He expressed his support for the NWAC and for the work we are doing.

The Truth and Reconciliation Day was inaugurated as a National, Statutory day of Recognition this past year. For me, this is the day about honouring First Peoples and remembering those who survived, and those who perished from, residential school experiences. This day serves to acknowledge that this land was not uninhabited when Europeans first arrived. The Indigenous cultures were thriving until colonization. To mark this day, I asked all Canadians to read the 94 Calls to Action set out by the Truth and Reconciliation Commission.

I gave many media interviews to advocate for our causes, including a CBC interview in which I demanded that police issue Amber Alerts equally, regardless of the race of the child who has been taken. I pointed to the case of a 14-year-old Mi'kmaq girl who disappeared last year under dangerous circumstances, but police refused to issue an Amber Alert. I challenged law enforcement by expressing my unwavering support for the family of Chantel Moore, an Indigenous woman who was shot by a police officer conducting a wellness check.



Lorraine Whitman

We have accomplished a lot of important work this year, which is pointing us toward healing and a pathway for reconciliation. I am so proud of our growth in reclaiming our voices, our identities, and our truths. We will continue to work tirelessly to reclaim histories and the rightful places of Indigenous women across the country.

Thank you, Wela'lin

President

*Lorraine Whitman*



## Chief Executive Officer's Message

LYNNE GROULX

The past year will stand out as one of remarkable progress and incredible achievements in the history of the Native Women's Association of Canada (NWAC)..

We have set up a beautiful new headquarters. We have expanded our staff team and our scope of work have grown exponentially. We have grown in stature on the national and international stage. And we have done all of this without directing a moment's attention away from the people we are here to serve—the First Nations, Métis, and Inuit women and gender-diverse people of Canada.

I must start by highlighting our expanded efforts to provide Indigenous women and gender-diverse people with tools to achieve economic independence and security. The final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) said economic marginalization is one of the pathways for perpetuating the violence that the Inquiry declared to be a genocide.

To combat economic marginalization, we were immensely excited to announce our new apprenticeship program that will be run in collaboration with the federal department of Employment and Social Development Canada (ESDC). This \$53-million initiative will help 5,000 Indigenous women and gender-diverse people obtain apprenticeships in the skilled trades by offering grants to small and medium-sized businesses. The funding for this program was approved at the end of the 2021–22 fiscal year. The NWAC will work in partnership with our provincial and territorial affiliates to find good candidates who will benefit from this initiative.



The apprenticeship program builds upon the Indigenous Skills and Employment Training (ISET) program, which is also funded by the ESDC. More than 3,600 Indigenous women and gender-diverse people have been given the opportunity to complete an apprenticeship in a skilled trade with financing to cover the cost of such things as tuition, childcare, job starts, and other resources.

Of course, not all Indigenous women want jobs in the skilled trades. When the pandemic hit, NWAC began offering online crafting workshops as a form of healing and to connect women and girls who were isolated. We quickly realized the economic potential of this type of training. Indigenous artisan crafts are highly prized, and our workshops are imparting the skills that Indigenous women need to get started in this field.

Meanwhile, NWAC continues to offer its highly successful #BeTheDrum program to help budding Indigenous entrepreneurs hone their business skills.

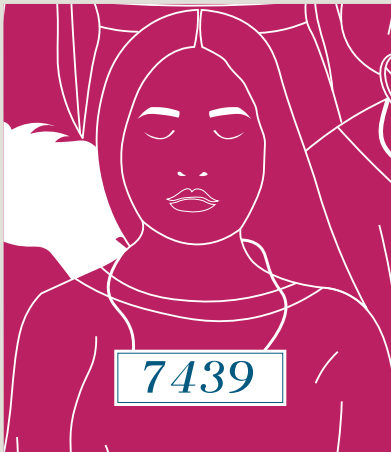
Economic development has been just one of many focus areas for NWAC staff over the past year. I will touch upon a few others.

NWAC's Environmental, Conservation and Climate Change Office (ECCCO) worked on a number of climate-resilience initiatives that incorporate Traditional Knowledge with the best scientific practices for protecting Mother Earth. The team held online engagement sessions to collect environmental wisdom from Indigenous women. From those events, the team published a summary report called *Embracing Our Connection to the Natural Environment* in December 2021, and a final research paper entitled *Indigenous Women and Gender-Diverse Individuals and Climate Resiliency* in March 2022. In addition, the environment team conducted research on protecting fish species and their habitats. And, in 2021, ECCCO launched a Water Carriers website, which is a forum for conversations about water that highlights the role Indigenous women play as water keepers who protect the knowledge, ceremony, spirituality, and cleanliness of lakes and rivers.





NWAC's health office worked on a wide range of projects aimed at fostering better health outcomes for the people our organization serves. It held virtual sharing circles and a workshop as part of an Indigenous Maternity Experiences Project (IMEP). It created communications tools and trauma-informed resources for Indigenous women who are caring for individuals with dementia. And it embarked on a three-year project to reduce cannabis risks, with 1,250 Indigenous people taking part in surveys and engagement sessions to discuss cannabis awareness priorities.

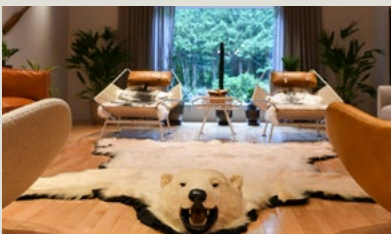


Our legal team engaged on a number of fronts, including a deep exploration of the remaining sexism in the *Indian Act*, that has served to disenfranchise Indigenous women and their families. The team promoted the implementation of the *United Nations Declaration on the Rights of Indigenous Peoples*. It developed a legal analysis of hate crimes in Canada to assist the federal government in strengthening the law governing those offences. It intervened in two high-profile court cases, one related to the availability of alternative sentencing and the other to the treatment of Indigenous women in prison. And our legal team provided feedback about a Correctional Services (CSC) directive that defies Canada's human rights code by allowing CSC staff to place an inmate based on their sex at birth, rather than on their affirmed gender expression.



Of course, one of our top priorities remains the genocide against Indigenous women, girls, and gender-diverse people. In a survey released in June, NWAC assessed the progress made on the national action plan that was produced by the federal government last year to combat the violence. It found that little work has been done to meet the action plan's objectives—a conclusion the federal government conceded was largely correct.

Meanwhile, NWAC released a scorecard of its own plan, *Our Calls, Our Actions*, which found that its 65 measurable actions were 85 per cent complete.



Much of the work on MMIWG is being done through the Resiliency Lodge, which is operating in Chelsea, Que., and offers Elder-led healing. NWAC also plans to open a second lodge later this year in New Brunswick, which will focus on land-based programming and agricultural activities. The virtual workshops, which I mentioned above, are run out of the Resiliency Lodge and continue to be a resounding success. We hosted over 7,000 of them in 2021–22

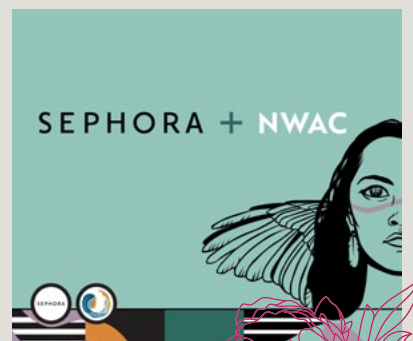


and they are often filled within 10 minutes of being announced. Because of the high demand, NWAC has developed over 15 funding proposals to help us continue and expand our Resiliency Lodge model, which includes proposals for four new Resiliency Lodges—all of which are pending approval.

This brings me to our beautiful new five-storey Social, Cultural, and Economic Innovation Centre in Gatineau, which opened in June. It is NWAC's new National Headquarters, but it is much more than that. It houses the Café Bouleau, which serves Indigenous cuisine, and the Artisanelle boutique, which is part of NWAC's economic opportunity program, offering one-of-a-kind Indigenous artisan crafts. The walls are adorned with a collection of Indigenous art (all of it for sale and all of it viewable at an online gallery on the website) that rivals any in Canada. And the public meeting rooms have been culturally designed for use by Indigenous community members and for third-party rental. We anticipate, with the various forms of revenue being generated, that the Centre will be paying for itself in short order, and NWAC will be able to repurpose the money it was spending on rent to projects that will more directly benefit Indigenous women and gender-diverse people.

The Centre is a space created for and by Indigenous women, but it is also our public face to Canada and the world. Our national and international stature has grown over the past year, by and large through the efforts of our communications team, which is producing a beautiful new magazine called *Kci-Niwesq*. The magazine brings stories of NWAC's work and of individual Indigenous women. The communications department also publishes a monthly newsletter called *Shining the Spotlight*. The NWAC has now a completely redesigned website that displays the association's works. And the presence of NWAC on social media platforms are expanding. In the past year, we have had 5.5-million post engagements and attracted 10,000 new followers as we moved to new platforms, including TikTok and Instagram.

In addition, I have been called upon hundreds of times to provide commentary in the national media. NWAC authored many opinion pieces that were published in high-profile news outlets. Our special reports, which included an NWAC voter's guide to the 2021 federal election, a report on the national roundtable that we conducted with Sephora on Indigenous beauty, and the MMIWG2S Scorecard, received considerable attention from reporters. And NWAC released 30 statements advocating for rights, accelerating unheard voices, and celebrating achievements, successes and triumphs of the people we serve.



Outside organizations are also taking notice. In 2022 alone, I have met with multiple Ministers and high-level officials, including Marc Miller, Minister of Crown-Indigenous Relations, and Brenda Lucki, Commissioner of the RCMP. Deputy Ministers from a wide range of federal departments have toured the new Centre in Gatineau. NWAC representatives have participated in at least six federal meetings on topics as diverse as transportation, housing, women's work, and treaty rights. And there have been significant international engagements, including at the Commission on the Status of Women, the UN Committee on the Rights of the Child, the UN Permanent Forum on Indigenous Issues, and the Summit of the Americas, among others.

These activities, combined with the positive stories that the NWAC is writing for itself, is building important funding partnerships in the public and private sector. We have created a new Development, Community Engagement, and Social Impact Unit to foster these relationships. Among the significant donors that are making an impact through their contributions to the NWAC are the Toronto Dominion Bank, Bank of Montreal, Shopify, TikTok, Shell Canada, and several other individuals and small businesses.

Of course, none of this would be possible without the amazing work that is being done by our provincial and territorial member associations (PTMAs). The women at those associations have embarked on an incredible array of projects. From job training in Ontario to language preservation in New Brunswick, violence prevention in Yukon to justice advocacy in Alberta are remarkable. We are deeply grateful for their dedication, and we hope to be able to assist them further in this coming year, both with core and project funding, and through programs like ISETs and the new apprenticeships that are being offered.



*Lynne Groulx*

Finally, I want to thank our hard-working board members, who have sacrificed so many of their hours to improve this organization and the lives of the First Nations, Métis, and Inuit women of Canada. I am so grateful for your wisdom, your guidance, and your counsel. You are the backbone of everything we do.

We are extremely proud of all that has been accomplished by the Native Women's Association of Canada over the past year. And we are excited by what awaits us in the year ahead.

Thank you, miigwetch, maarsii.

*Lynne Groulx*





# SECTION



## ECONOMIC DEVELOPMENT

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**The Economic Empowerment** of Indigenous  
Women and Gender-Diverse People



NATIVE WOMEN'S  
ASSOCIATION OF CANADA

48TH ANNUAL GENERAL ASSEMBLY

## SECTION 1

## ECONOMIC DEVELOPMENT

## The Economic Empowerment of Indigenous Women and Gender-Diverse People

**Indigenous Skills and Employment Training Program (ISET)**

Funded by Employment and Social Development Canada (ESDC), NWAC's Indigenous Skills and Employment Training Program (ISET) links training and education to labour market demand and ensures that Canada's Indigenous women and gender-diverse people can fully participate in economic opportunities. Through an agreement with ESDC, we are able to provide supports such as tuition, living allowance, childcare, on-the-job training, and resources that can help Indigenous women reach their employment and skills training goals.

NWAC provides centralized supports to our provincial and territorial member associations and regional coordinators to ensure consistency of program delivery and national coverage of ISET. Over the past year, the coordinators met both via Zoom and at NWAC's new building in Gatineau and at the Resiliency lodge in Chelsea (March 1–3, 2022). The meetings were used to plan, review client case management, reporting requirements and ARMS (Accountability and Resource Management System) database management and receive regular updates.

In-person site visit/audits and training were also delivered to the following PTMAs in 2021–2022: YAWC, BCNWA, IAAW, TNWSG, IWWT, NSNWA, and AWAPEI.



The BESD Director and RISE coordinator also travelled to Iqaluit, Nunavut, to have in-person meetings and develop potential partnerships.

NWAC provided group training on entrepreneurship skills over Zoom for five weekends from June 26–July 25, 2021, for 20 Indigenous women across Canada. Through an Indigenous Women's Leadership Project, we also trained 40 Indigenous women from across Canada (20 from the East and 20 from the West) in the September 2021 to March 2022 period.



### ISSET Results from 2019 to 2022

Due to COVID19, many training and education programs were put on hold, postponed or cancelled, and clients could not complete their interventions and/or find employment.

	NWAC Database Results			Total Results reported by ESDC	
	Employed	Returned to School	Total clients funded	Employed	Returned to School
2019–2020	87	38	300	53	18
2020–2021	37	27	230	51	13
2021–2022	39	27	206	32	27

\*Results reported by ESDC in 2020–2021 are incomplete.

### Fast Facts

- 3,627 Indigenous women and gender-diverse people given support
- group training projects in 2021–2022 include:
  - YAWC Driving Training, 18 participants
  - NWANWT Women in Trades Awareness Program, 2 participants
  - IAAW Flagging Training, 8 participants
  - IAAW Food Safe Training, 8 participants
  - MMVI Essential Skills Training, 15 participants
  - MMVI Security Training, 10 participants
  - TNWSG Underground training with Alamos mine, 9 participants

**"I am grateful for the support to assist me with removing barriers so I was able to successfully complete my training."**

**"I'm very grateful for the program. I could not have returned to school last year to pursue social work if it wasn't for ISET."**



### Helen Bassett Commemorative Student Award

Each year NWAC awards four Indigenous women the Helen Bassett Commemorative Student Award. This bursary assists Indigenous women who are enrolled in post-secondary studies with preference to those studying law and justice. It was made available through the generous donation of Helen Bassett, who was an active supporter of equal rights for Indigenous Peoples and women.

In 2021, the Helen Bassett Commemorative Student Award selection committee received and reviewed over 50 applications (no applications were received for the North region). The winners were Samantha Gardiner (East), Raven Richards (South), and Kylie Jack (West).

### Michael Melancon-Koffend Commemorative Student Award

New to NWAC in 2020, the Michael Melancon-Koffend Award was made possible by the generous donation of Marie Melancon-Ifram. Marie wanted to honour her late son's memory by creating a bursary that helps Indigenous women, Two-Spirit, and gender-diverse people enrolled in post-secondary studies. This award is open to all fields of study with a winner from each province and territory in Canada.

In 2021, we received over 50 applications and awarded 10 Indigenous women across Canada (no applications for Yukon, Nunavut, and Prince Edward Island). The winners were NT – **Amanda Bradbury (NT)**, **Michaela McGuire (BC)**, **Valerie Ouellet (AB)**, **Isabella Sinclair (SK)**, **Kirsten Fleury (MB)**, **Chelsea Gibson (ON)**, **Nevaeh Gould (QC)**, **Rachel Blowers (NB)**, **Samantha Lavallee (NS)**, and **Samantha Gardiner (NL)**.

### Nellie Makokis Carlson Commemorative Student Award

The Nellie Makokis Carlson Commemorative Student Award honours Indigenous activist Nellie Makokis Carlson and all she has done for Indigenous rights. We celebrate her memory by awarding three hard-working mothers and/or primary caregivers who are working towards making a better future for their children.

In 2021, we received over 30 applications. The winners were Amelia Fox, Charisma Castle, and Lori Deets.



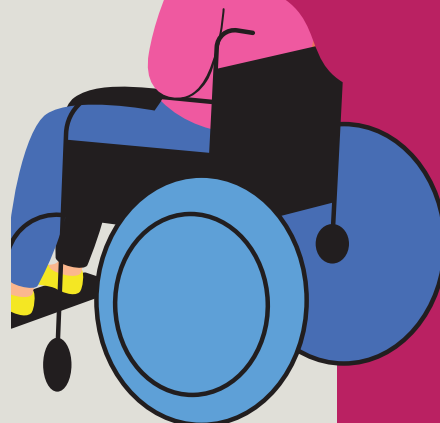
## Removing Barriers to Equity

Creating a diverse, respectable, and inclusive workplace for Indigenous women, Two-Spirit, and gender-diverse people with disabilities is a key component to economic development and fostering a fair and equitable future. Achieving economic reconciliation for Indigenous Peoples' prosperity needs collaboration between governments, corporations, and the community.

With funding from Employment and Social Development Canada ESDC, NWAC launched the Workplace Opportunities: Removing Barriers to Equity (WORBE) program. WORBE supports organizations that are federally regulated to help them build their capacity to understand the common barriers faced by our people and the duty to adhere to the *Employment Equity Act*.

### This essential program has three objectives:

- improve representation of designated groups identified in the federal statute—specifically addressing the low representation in the workforce of Indigenous women, Two-Spirit, and gender-diverse people with disabilities;
- improve the knowledge transfer to relevant stakeholders on the specific barriers that prevent diversity and inclusion in workplace;
- and, through engagement with our community, capture first-hand experiences and buttress those findings with research that will lead to the creation of needs-specific inclusion tools and guides for federally regulated employers in Canada.





Between October 2021 and January 2022, NWAC engaged with community members, Elders, Knowledge Holders, and advocacy organizations. We completed 11 webinars with more than 100 Indigenous women, Two-Spirit, and gender-diverse people (First Nations, Métis, and Inuit) mostly from off-reserve communities. NWAC undertook this project in partnership with the Institute for Research and Development on Inclusion and Society (IRIS) and the Disabled Women's Network (DAWN) of Canada. The information collected through these virtual events helped NWAC identify the needs of the most vulnerable among Indigenous people and understand how to help them surpass physical, cultural, and spiritual barriers to enter the labour market.



For federally regulated employers who are subject to the *Employment Equity Act*, NWAC's Economic Development Department held two virtual training sessions between April and May 2022, benefitting over 60 employers.

#### We had two goals:

- increase their awareness and sensitivity about accessibility and the cultural and spiritual needs of Indigenous employees with disabilities;
- and help them identify, understand, and remove the employment barriers experienced by Indigenous employees in the workplace.



Between March 10 and April 5, 2022, NWAC conducted a large-scale national survey of the unique cultural and spiritual needs and barriers experienced by specific groups of Indigenous women, Two-Spirit, and gender-diverse people with disabilities. We promote the survey among Indigenous communities across Canada through our social media network channels. We reached over 900 respondents who were 18 years of age or older. Nanos Research conducted an online survey of 918 Indigenous women, Two-Spirit, and gender-diverse people who both identified or did not identify as having a disability, lived on- and off- reserve,





and were from First Nations, Inuit, and Métis communities. Among the overall sample, women with disability made up the majority.

The NWAC-commissioned survey compiled quantitative and qualitative data about participants' mental and/or physical disorders, their physical, cultural, and spiritual barriers when seeking employment, and the reasons for leaving or wanting to leave a job. The survey identified the main challenges regarding disability adaptation/accommodation in the workplace, with a view to promoting healing and empowerment.

The survey's key findings will be used to inform and shape the strategic directions for the awareness-raising and knowledge transfer work that NWAC's Economic Development Department is doing with federally regulated employers who are subject to the *Employment Equity Act*. The findings will also help federally regulated employers gain a better understanding and make the necessary changes to accommodate employees (potential and current). Employers will be able to use the findings to help them develop solutions that will remove the barriers to equity before, during, and after hiring and support their full integration into the workplace.

This initiative places NWAC as one of the few Knowledge Holders with reliable disaggregated data about these three Indigenous vulnerable groups. Our findings will contribute to this knowledge pool and, thus, be used to help identify local, regional, and national policy priorities.






### **#BeTheDrum Program:**

#### **A Pathway to Economic Reconciliation through Indigenous Entrepreneurship**

NWAC believes that Indigenous women, girls, and gender-diverse people have the right to improve their economic conditions through employment, entrepreneurship, education, and training. In the late fall of 2019, we created a program for Indigenous women entrepreneurs called #BeTheDrum.

Why that name? For most Indigenous Peoples, the sound of the drum stirs up a sense of belonging, a feeling of great joy in knowing we are all connected in a way that gives us hope and keeps us strong. The drum signifies a calling to existing and prospective entrepreneurs to come alive with determination, strengthened through the support of peer mentorship and navigation.

**#BeTheDrum** is an entrepreneurial outreach and navigation program designed to build the skills of Indigenous women entering the sphere of business, management, and entrepreneurship. The foundation of this program is built on four keystones of support, which offer several ways in which #BeTheDrum navigators engage and prepare existing and budding Indigenous entrepreneurs for continued success. Those who join our program are greeted by a team of dedicated entrepreneur navigators and mentors and are given access to relevant workshops, networking events, peer-to-peer groups, and live social media Q&A sessions.



**#BeTheDrum** promotes the entrepreneurs through several NWAC outlets. These include the Indigenous Women's Business Directory, where anyone can access over 250 indigenous businesses throughout Canada, as well as initiatives such as the "Entrepreneur of the Month," who gets a full promotional post on NWAC's social media platforms.

Since its start in 2019, #BeTheDrum has become a popular tool for Indigenous women in business. In 2021 alone, our workshops, which usually take place once a month, attracted over 900 Indigenous women from all over Turtle Island. We cover a vast array of business-related topics: bookkeeping, fashion, accounting, e-commerce, financial literacy, small business management, business mindset, and other relevant areas of business and entrepreneurship.

Our annual networking conference is exclusive to #BeTheDrum members. At this event, panelists and keynote speakers who are accomplished industry experts come to share their knowledge and stories with our entrepreneurs. It is an amazing opportunity for indigenous women entrepreneurs to connect, learn from, and empower each other.

**Today, there are over 260 #BeTheDrum members!**

## The Indigenous Women's Artisan Business Network for Learning, Connecting, and Empowering

The arts (and crafts) sector—second among the top five sectors in which Indigenous women own businesses—is renowned for its strong social and economic impact on communities. Indigenous women produce arts and crafts using natural and/or recycled materials, do oral storytelling, design tattoos, and make clothing, beading, jewellery, and non-medicinal products. They communicate traditional stories through art and create items “to share the beauty of the Indigenous Peoples.” About 73% of Indigenous women entrepreneurs use either Traditional Knowledge (66%) or Traditional Cultural Expressions (59%) in their businesses.



*Approximately two in five (40%) Indigenous self-employed workers are women, of which 55% identify as First Nations, 46% Métis, and 3% as Inuit. Most of them own one (micro)business (83%), work full-time (60%), and use personal savings to start their business (78%). Nearly all of these businesses (71%) are located off-reserve and most (70%) of them do not have employees.*



Consequently, a central network that connects Indigenous women, Two-Spirit, and gender-diverse artisans across Canada will help to build community bonds and create invaluable economic opportunities for Indigenous women and their communities. In this context, NWAC recently joined the Indigenous Women's Entrepreneurs and Businesswomen's Network of the Americas, alongside UN Women and the World Indigenous Business Network. NWAC will leverage these connections to bring participating Indigenous women, Two-Spirit, and gender-diverse people's businesses to the global market. In addition, NWAC's e-zine *Kci-Niwesq* brings the voices and issues of Indigenous women and gender-diverse people to the forefront and is a vehicle for highlighting the extraordinary entrepreneurs who have joined NWAC's Indigenous Women's Business Network.

In order to develop this network, NWAC identified the needs of Indigenous women artisans as well as the barriers that prevent their participation in the broader economy at the regional, national, and international level. We conducted two engagement sessions (one virtual and one in-person) to identify these needs and barriers, and to cull other information that could help in supporting and strengthening this entrepreneur network in Canada.

## INDIGENOUS *Artisan* WOMEN'S BUSINESS NETWORK



## Virtual Business Symposium

On March 4, 2022, NWAC carried out a half-day online engagement session with 50 Indigenous artisan people. Five artisans with a vast experience in beading, crafting with traditional materials, painting, and other arts were invited to speak. They told participants how their ancestors were a central source of inspiration in their artwork. They highlighted the strategies they use to help them select materials, colours, and forms. They also shared the social media platforms they use to advertise and sell their products in Canada and internationally. The speakers also discussed the main barriers that all artisans often face, such as lack of funding and training and the issue of intellectual property rights.

## In-person Event

The full-day in-person event took place on March 28, 2022, at NWAC's Social and Cultural Innovation Centre at 120 Promenade du Portage in Gatineau, Québec. The event featured one keynote speaker and attracted 14 participants. Following introductions, each participant discussed the areas of business that they would like to learn more about (for instance, accounting, marketing, photography, e-commerce, social media, and other art forms). They also shared the different ways they advertise and sell their art (for example, Facebook, pow wows, Instagram). Barriers to getting their products on the market include the lack of production time, quality control when family members help out, advertising, time management, budgeting, and pricing. They also discussed how they perceive success in their business and how networking represents an opportunity to connect and develop relationships with Indigenous artisans across Canada.

The two engagement sessions helped NWAC better understand the challenges faced by the artisans and how we might be able to help them expand their business. NWAC also used the information gleaned from the sessions to identify and prioritize topics for future workshops, develop mentoring opportunities, finetune promotion and communication activities, and develop the roadmap for the network.

In order to develop this network, NWAC identified the needs of Indigenous women artisans as well as the barriers that prevent their participation in the broader economy at the regional, national, and international level. We conducted two engagement sessions (one virtual and one in-person) to identify these needs and barriers, and to cull other information that could help in supporting and strengthening this entrepreneur network in Canada.





# SECTION



## VIOLENCE PREVENTION & MMIWG

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**The Resiliency Lodge Model:** Providing  
Critical Healing Programs



NATIVE WOMEN'S  
ASSOCIATION OF CANADA

48TH ANNUAL GENERAL ASSEMBLY

## SECTION 2

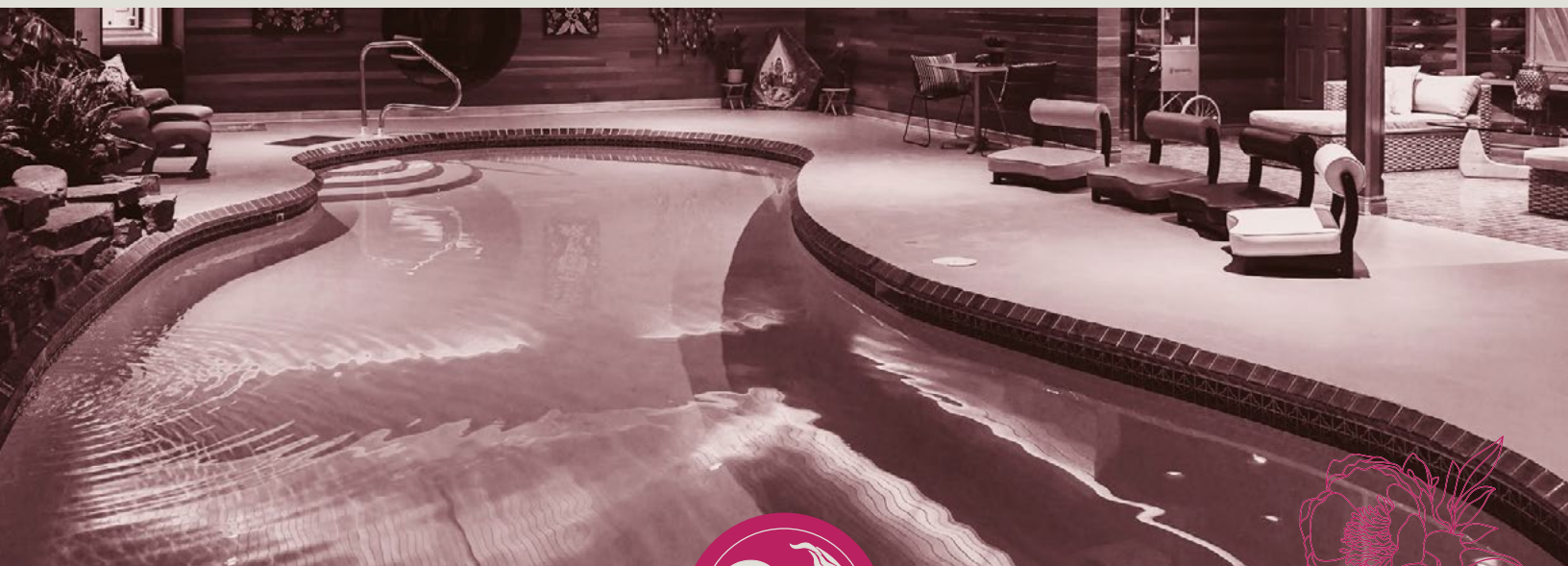
### VIOLENCE PREVENTION & MMIWG

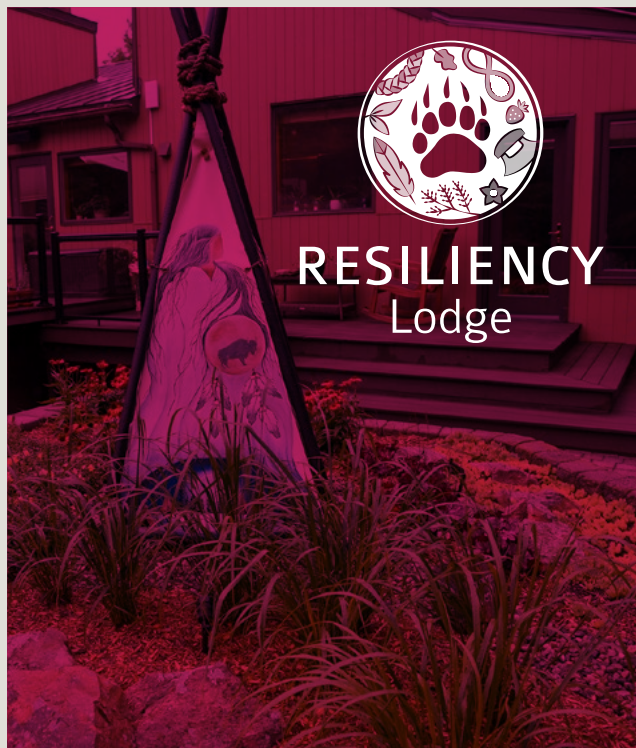
#### The Resiliency Lodge Model: Providing Critical Healing Programs

NWAC developed the Resiliency Lodge model in direct response to the National Inquiry into Missing and Murdered Indigenous Women and Girls' (MMIWG) Calls for Justice. The model is based on the outcome of Elder and community-level consultations that focused on how to provide critical healing programs and services.

We began our pilot lodge in 2019 following the purchase of a 2.5-acre wooded property with an existing 9,000-square-foot building in Chelsea, Quebec. Here on this land and surrounded by forest, and just 15 minutes from Ottawa, is the first Indigenous Women's Resiliency Lodge in Canada. The property is an ideal space to host on-the-land healing programs. After purchasing the property, NWAC undertook renovations to ensure the space met the needs of Indigenous women and 2SLGBTQQIA+ people. Renovations included creating distinctions-based healing spaces and adding a winterized tipi on the property.

Over the past year, NWAC has offered both in-person and virtual programming at the Chelsea Resiliency Lodge. The in-person component allows Indigenous women and gender-diverse people to visit for either healing days or overnight stays. Guests are guided in traditional practices, including medicinal baths, sweat lodges, or guided meditations, by our Elders and Elder Helpers. For our virtual component, Indigenous women and gender-diverse people have been able to access critical healing services through our 1-800 Elder Support Hotline or regular Elder-led healing workshops.





## RESILIENCY Lodge

## FAST FACTS



12,000+ individuals  
registered for virtual  
workshops since fall 2020



15 funding proposals  
developed to help us expand  
programs

The Chelsea Resiliency Lodge has met with resounding success. Considering the high demand for healing programs, NWAC has begun developing a second Resiliency Lodge on Wabanaki Territory (New Brunswick). With support from the Indigenous Women of the Wabanaki Territories, the Wabanaki Resiliency Lodge will host similar programs to the Chelsea lodge, but with an added specialization in land-based and Indigenous agricultural activities. We have begun delivering some programs virtually and in-person, and expect to launch a full program later in the 2022–23 fiscal year to ensure that Indigenous women and 2SLGBTQQIA+ people across Turtle Island and Inuit Nunangat have access our critical healing services.

Individuals who took part in the virtual Resiliency Lodge workshops said they benefited greatly from the experience and overwhelmingly agreed that the workshops support healing. One participant said, "I left feeling like I was surrounded with my community listening to Aunties and Grandmothers and Mothers and Cousins and Sisters all speaking medicines." Others said the workshops strengthened their connections to Indigenous culture and fostered healing through the act of creating art.

With increased funding, NWAC hopes to bring even more programming to Indigenous women and 2SLGBTQQIA+ people across Turtle Island and Inuit Nunangat.



### COVID-19 and Virtual Elder Support

NWAC's Elder/Grandmother-led healing model developed for our resiliency lodges is guided by Indigenous Traditional Knowledge. In light of the COVID-19 pandemic, we sought guidance from Elders and Grandmothers to develop a virtual programming component so we could support Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people during this period. A toll-free hotline quickly evolved into a nationwide, arts-based, workshop program.

#### To expand the virtual model, we needed to understand three things:

- How COVID-19 affected Elder/Grandmother-led support services
- How Elder/Grandmother-led support services have adapted during the pandemic
- What wise practices should be implemented to continue to develop, refine, and evaluate virtual Elder/Grandmother-led support services

With funding from the Canadian Institutes of Health Research (CIHR) and ethics approval from McMaster University, NWAC was able to develop a series of key findings and recommendations. These findings will help guide future Elder/Grandmother-led virtual programming, not only at our resiliency lodge but for other programs delivered across Turtle Island and Inuit Nunangat.



### The goals of this project were to:

- contribute to a more robust participatory analysis that reflects the complexities of Elder/Grandmother-led, virtual, cultural responses and the impacts of COVID-19 on Elder/Grandmother-led support services
- develop culturally and contextually meaningful virtual protocols and wise practices for virtual Indigenous-led support
- develop an evaluation strategy to improve the capacity of the resiliency lodge model

### Significant findings from the project include:

- Resiliency Lodge programs, especially crafting and business sessions, give participants a sense of community, as well as contribute to healing and wellness.
- Elder/Grandmother-led support services need greater and more stable funding to offer additional workshops to more Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people.
- Elder/Grandmother- and Indigenous-led programs play a significant role in healing and build a sense of purpose and belonging among Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people.
- Ultimately, the findings and recommendations outlined in this research project will help guide future Elder/Grandmother-led, virtual support services, and emphasize the critical need to increase access to Elder/Grandmother-led programming.



# What we heard.

“ We carry the memory in the very cells of our body, as well as the ancient Indigenous wisdom and Knowledge, or we would have lost our teachings. As women, we have the ability to transmit Ancestral Knowledge to new generations. ”

— a Grandmother

“ The Resiliency Lodge brings together Grandmothers and resources to reclaim what was taken from us during 500 years of genocide. ”

— a Grandmother

“ I have accessed virtual, Elder/Grandmother-led supports out of a need to be involved in cultural learning during COVID lockdowns. ”

— a participant










## Providing Support Through the Community Support Worker Training Program

The Community Support Worker Training Program was created to give community support workers methods, tools, and resources—a comprehensive toolkit—to support Indigenous women, girls, Two-Spirit, transgender, and gender-diverse (WS2STGD) people on their healing journey from gender-based violence, mental health crises, and intergenerational trauma. All these impacts stem from the legacies of the residential school system, Federal Indian Day Schools, and ongoing genocide. The toolkit is used to help educate Indigenous WS2STGD people on how historical eugenics and ongoing settler colonialism has led to intergenerational trauma, as well as help non-Indigenous community support workers and their teams offer Indigenous-centred care. The program was funded by Indigenous Services Canada.

The program's most significant project was the creation of a fact sheet and the toolkit. Together, they are the foundation of an inclusive, trauma-informed, and Free, Prior, and Informed Consent (FPIC) model that can be applied in workplaces and to practices

**—to provide better care and consideration when facilitating and supporting WS2STGD people on their healing journey.**





## FAST FACTS

-  published final report
-  developed virtual evaluation framework
-  developed virtual Elder-led wise practices
-  developed key findings developed
-  submitted article entitled "'Nature Will Slow You Down for a Reason': Virtual Grandmother/Elder-led





## FAST FACTS

-  reached over 30 Indigenous and non-Indigenous women, Two-Spirit, transgender, and gender-diverse people through two workshops
-  hosted 2 engagement sessions reaching over 50 people.
-  created a fact sheet in English, French, Algonquin, Michif, and Inuktitut
-  developed a comprehensive toolkit
-  many women have expressed interest in taking the training program through NWAC's social media platforms

### In order to develop the Community Support Worker Training Program, NWAC:

- conducted qualitative, in-depth focus groups with community support workers, and led by an Indigenous facilitator, to gain insight into what community support workers and their teams should know about providing the best possible care to Indigenous WS2STGD people affected by gender-based violence, mental health crises, and intergenerational trauma
- collected data from the focus groups, secondary sources, and relevant resources to create a 2-hour and 6-hour online training workshop
- developed the comprehensive toolkit, including the fact sheet, on how to facilitate the program

While no formal ethics approval was required for this project, NWAC prides itself on providing safety and anonymity to its participants and community members. One community support worker in the focus group claimed, "I see that gaps in service for my women are astounding still. When I think back now about the women who were asked to leave our program, I see how we failed them also by not providing the connection that they were desperately in need of." This worker found that Indigenous WG2STGD people were not being provided with the services they needed.

Another worker said that the challenge for her is "the lack of information, services and responses to new issues ... safety is a big issue, and it creates trauma upon trauma." This CSW demonstrates the importance of providing trauma-informed care.



## Heal the Healers Project

The Heal the Healers project was created to provide support to Elders, Elder Helpers, and community support workers who work on the frontlines of service delivery (at NWAC and otherwise) for Indigenous WG2STGD, particularly those experiencing direct and intergenerational trauma. This project makes a difference by developing and implementing a program at the Resiliency Lodge to support workforce wellness through access to mental wellness and healing supports that are Elder-led and focused on traditional teachings, ceremonies, and practices, including self-care practices.

Through the project, NWAC developed a fact sheet and toolkit just for Elders, Knowledge Keepers, and other Indigenous community leaders to help them reflect on their own self-care while providing support to Indigenous WG2STG people, particularly those experiencing direct and intergenerational trauma.

One of the greatest achievements of the project was the ability to conduct qualitative, in-depth focus groups with Indigenous Elders, Grandmothers, and Knowledge Keepers. The findings gave NWAC insight into what Elders, Grandmothers, and Knowledge Keepers should know about providing the best possible care to Indigenous WS2STGD people impacted by trauma. NWAC also held a two-hour workshop and developed a guide, which contains the data collected from the focus groups, the presentation, the presentation notes, an extensive literature review, and the fact sheet.



# FAST FACTS

-  reached over 50 Indigenous women, Two-Spirit, transgender, and gender-diverse healers through two workshops
-  hosted 3 engagement sessions reaching over 60 people.
-  created a fact sheet in English, French, Algonquin, Michif, and Inuktitut
-  produced a final report

Elders, Grandmothers, and Knowledge Keepers demonstrated a desire to learn and understand the history of eugenics and assimilation in order to better come to terms with their own settler-colonialism experiences. Providing a voice to other survivors helps them unlearn and forgive the harms done to them and their communities. Indigenous communities are continuously affected by settler-colonialism, ongoing crises of MMIWG, and the discovery of unmarked graves all over Canada. Traditional healing is how Elders, Grandmothers, and Healers can provide self-care and well-being, while strengthening bonds and Traditional Knowledge.

## Forced and Coerced Sterilization

Through the forced and coerced sterilization project, NWAC aims to provide access to knowledge and distinct resources for Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people and to inform Indigenous Peoples of their rights when accessing necessary health care and/or support services.

While addressing the impacts of forced and coerced sterilization, NWAC analyzed the research and current data, and held engagement sessions with Indigenous women and gender-diverse people to explore their actual sexual and reproductive health needs, priorities, and concerns. Those with lived experience provided information on their experiences with mainstream health services and professionals. Participants highlighted the gaps in education and the need to empower and raise awareness of rights and informed options.

We also hosted engagement sessions with current health care providers, medical students, Elders, and Knowledge Keepers. From these sessions, we are developing additional resources to address needs and gaps in mainstream health care services. From the engagement sessions, NWAC culled 162 recommendations grouped under seven main themes: services and supports, accountability, training and education, legislation and policy, criminalization, data collection and investigation.

It is essential that health care providers make it a priority to provide culturally safe, trauma-informed, and distinctions-based health care, as well as Indigenous-specific services and supports.



NWAC has developed a “Knowing Your Rights” toolkit, which provides information on the meaning of informed consent, patient rights, birth control options, how to make informed choices and how to file a formal complaint. A contraception options fact sheet, designed by and for Indigenous women, aims to help Indigenous women make fully informed decisions about their sexual and reproductive health. We also published an article in the International Journal of Indigenous Health entitled “Forced or Coerced Sterilization in Canada: An Overview of Recommendations for moving Forward.” The article highlights and emphasizes the themes and recommendations found through research and engagement sessions.

### Safe Passage

NWAC’s Missing and Murdered Indigenous Women and Girls (MMIWG+) department advocates for the immediate and ongoing safety and well-being of Indigenous women, girls, gender-diverse, trans, and Two-Spirit people at the local, national, and international levels through both government and non-government-funded policies, programs, and initiatives. Our priority is to redress the continued disproportionate and distressing violence that Indigenous women, girls, gender-diverse, trans, and Two-Spirit people experience.

The Safe Passage website is our most significant project. Formed in 2021, Safe Passage is a MMIWG+ reporting and mapping tool. Information about MMIWG+ cases submitted to Safe Passage are reflected anonymously on the Safe Passage case map, which can be filtered by region, year, and case type. Safe Passage also provides training resources for organizations and industries that are connected to the MMIWG+ genocide, including hospitality staff and the transportation industry.

This year, we are working on revising the website to be a community-driven, trauma-informed, and survivor-cantered reporting tool, media alert system, and safety resource hub. We will continue to track MMIWG+ cases, advocate for a national MMIWG+ alert system, and monitor ongoing community safety concerns. These additions will provide a platform for MMIWG2S families and survivors to have their stories believed, valued, and shared on their own terms. In doing so, Safe Passage will centre and reinforce MMIWG2S survivors’ and families’ agency.



The Safe Passage relaunch will be informed, in part, by NWAC’s Indigenous Women’s Safety Council, which comprises our provincial and territorial member associations (PTMAs).



### Creating a safety resources list and map

We have created a list of 1,540 safety resources across Canada that are accessible to Indigenous women, girls, and 2SLGBTQQIA+ people, inclusive of shelters or transitional housing options, health and traditional healing services, and mental health support services. Contact information for these resources will soon be on the Safe Passage website, and filterable by region and resource type.

Indigenous women, girls, and 2SLGBTQQIA+ people who are seeking safety supports will be able to see what resources are available in their region and access up-to-date contact information.

### Expanding the reporting tool

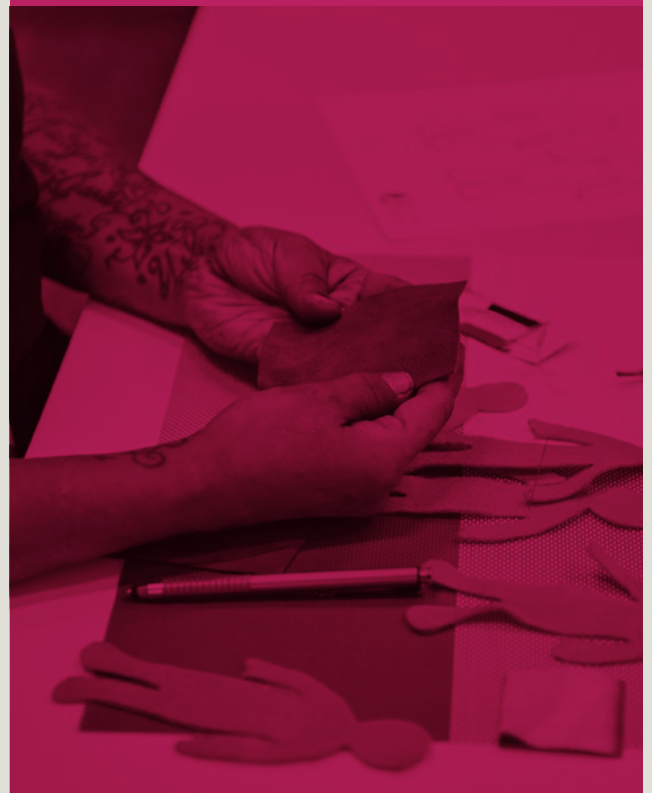
The Safe Passage reporting tool will soon include the ability for individuals to report areas and experiences where they have felt unsafe, allowing NWAC to monitor ongoing safety concerns. Indigenous women, girls, and 2SLGBTQQIA+ people will be able to identify, in real-time, high-risk areas.

### Providing a place for stories

A section of the Safe Passage website will honour and commemorate MMIWG2S and survivors. Survivors and family members will be able to choose if and how they want to share their story in a way that is entirely centered on their agency. The goal is to empower survivors to claim control and agency over what is shared with the world and to speak first-hand about themselves as survivors. If a family member or survivor would like to share their story, they will be contacted by the community liaison, who will be charged with listening to their story and ensuring it is reported on the Safe Passage website in a trauma-informed way.

## FAST FACTS

-  recorded 1,300 MMIWG+ cases
-  created a list of 1540 safety resources that are accessible to Indigenous women
-  created 2 toolkits for the hospitality industry and transportation industry
-  created 1 toolkit for all industries about Indigenous histories and colonization in the context of MMIWG+





# SECTION



## ENVIRONMENT

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**Amplifying Climate Resiliency** in Indigenous  
Women and Gender-Diverse People



NATIVE WOMEN'S  
ASSOCIATION OF CANADA

48TH ANNUAL GENERAL ASSEMBLY

## SECTION 3

### ENVIRONMENT

#### Amplifying Climate Resiliency in Indigenous Women and Gender-Diverse People

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**"We are not taking care of each other. When a life is taken, we are not sharing with everyone, and that is a fundamental violation with our relationship with the earth," noted one participant at one of NWAC's engagement sessions.**

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Indigenous communities are experiencing the end of thousands of years of self-sufficiency and the erosion of fishing, hunting, and trapping economies due to the mass destruction of environmental ecosystems—all in the name of progress and, in most cases, without the consent of local Indigenous peoples.

Collectively, Indigenous Peoples have a holistic view of health, where one's physical, mental, emotional, and spiritual well-being are in harmony, and interconnected with the land and the environment. They also have a unique and innate ability to adapt to environmental stressors caused by climate change. This ability is known as Indigenous climate resiliency.

Indigenous climate resiliency is rooted in Indigenous peoples' Traditional Ecological Knowledge (TEK) as well as in our languages, customary laws, and ways of knowing. It refers to the collective ability of our people to manage and adapt to climate change.

In light of how historical and political barriers have hindered the ability of Indigenous peoples, especially Indigenous women and gender-diverse individuals, to adapt to climate change, as well as how resource-extraction based industries have adversely impacted Indigenous communities, NWAC created a climate resilience initiative specifically for Indigenous women and gender-diverse individuals. Called Manitoba Moon Voices Inc. (MMVI), this initiative examined the factors that contribute to the resiliency of Indigenous women and gender-diverse individuals in the face of persistent, and aggressive, climate change.

NWAC held three online engagement sessions in November 2021. Thirty participants throughout Manitoba attended the sessions, which were used to share Knowledge, stories, and best practices concerning environmental issues affecting Indigenous women and gender-diverse individuals. Seven Feathers Consulting was contracted to coordinate and facilitate these circles.



Participants agreed the current lifestyle we are living is not healthy for anyone. A renewed connection to the land—to our traditional way of Life—to our medicines, our relatives, our language, our culture, our ancestors' ways, and one another—is sustainable and provides purpose. Participants declared that a healthy environment is one that is healthy in a holistic sense—where all living beings (plants, animals, and humans) are taken care of. Our relatives enjoyed healthy environments where everything needed for survival was found in abundance: clean water, medicinal plants, clean air, berries, fish, and wild game. "Harvesting was taken with respect. Now people are taking from the land to make money. There is a lot of waste that is happening. There is no honour in leaving enough for animals or plants; for everyone," said one participant.

In terms of socio-economic impacts, it was noted that violence, domestic violence, drug and alcohol abuse are on the rise. A lack of transference of Traditional Knowledge was cited as a contributory factor for the rise in social problems. As noted by another participant:

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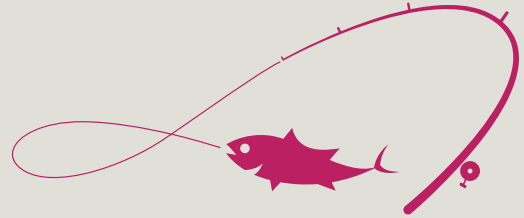
**"Everything we do to Mother Earth, we are doing to ourselves, and we are destroying ourselves."**

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NWAC published a summary report, *Embracing Our Connection to the Natural Environment*, in December 2021. A final research paper, *Indigenous Women and Gender-Diverse Individuals and Climate Resiliency*, was published in March 2022. This paper describes how Indigenous culture and tradition is the pathway to achieving climate change resiliency and adaptation strategies.



**"Humans are causing a great impact on Mother Earth in the way they live on the land. Our imprint is much harsher than that of our ancestors," said one participant.**








## Protecting Fish Species and Fish Habitats

NWAC's Fish and Fish Habitat Protection (FFHP) project seeks to understand Indigenous women's and 2SLGBTQIA+ people's knowledge, views, and concerns on FFHP policies and programs. A major component of the FFHP project is a digital platform.

This platform is designed to build awareness of federal laws and regulations related to fish and fish habitat protection. It also facilitates the exchange of information, views, concerns, and priorities through the use of educational tools and summaries, surveys on various FFHP policies and regulations, and information on NWAC's virtual engagement sessions. The portal also contains links to reports and recommendations prepared by NWAC for the Department of Fisheries and Oceans (DFO).

Throughout the 2021–22 fiscal year, many individuals that NWAC engaged through online engagement sessions and one-on-one interviews, as well as individual comments submitted through the portal, noted that being involved in the FFHP project had piqued their interest. They wanted to learn more about the FFHP program. They also said that our portal was an excellent way for them to continue to enhance their understanding of FFHP policies and programs. NWAC shared this feedback with DFO.

## FAST FACTS

-  3 online engagement sessions, with a total of 45 participants
-  4 one-on-one interviews with Indigenous Knowledge Keepers and experts
-  2 surveys on FFHP policies and programs
-  4 accessible language notice summaries on FFHP policies and programs
-  1 feedback report containing 9 recommendations submitted to DFO





## Water Carriers

In 2021, NWAC, through the Environmental, Conservation and Climate Change Office (ECCCO) launched the “Water Carriers” website. The website serves as an online platform through which Indigenous women, girls, and gender-diverse people may engage in conversations around water. It also highlights the role Indigenous women play as water keepers protecting the knowledge, ceremony, spirituality and cleanliness of water.

As NWAC constantly engages with different stakeholders on a broad range of conservation and biodiversity issues that highlight the close relationship between Indigenous Peoples and water, the Water Carriers website is pivotal in fostering discussion and raising awareness around water issues, in particular the way that government policy treats water as a commodity.

Two cases, the Saskatchewan River Delta and the Tallurutiup Imanga National Marine Conservation Area cases, exemplify some of the challenges around water conservation as well as highlight opportunities to share Indigenous values and knowledge.





# SECTION



## HEALTH

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**NWAC Aims to Improve Health Outcomes**



**NATIVE WOMEN'S  
ASSOCIATION OF CANADA**

48TH ANNUAL GENERAL ASSEMBLY



## SECTION 4

### HEALTH

#### Improving Health Outcomes

Whether it's related to pregnancy or aging, cannabis use by those with mental health issues or promoting the benefits of traditional foods for all ages, NWAC's work in the area of health is focused on ensuring that the needs and priorities of Indigenous women, girls, and gender-diverse people of all ages and living in both rural and remote areas, as well as urban, are considered.

We also apply a *culturally relevant gender-based analysis (CRGBA)* to all our work. By recruiting Indigenous women and gender-diverse people, including trans, non-binary, and other members of the 2SLGBTQQIA+ community, NWAC ensures that our messaging is inclusive.

#### Indigenous Maternity Experiences Project

In 2009, the Public Health Agency of Canada released the Canadian Maternity Experiences Survey (MES), a population health and surveillance research project designed to provide evidence-based improvements in maternity care and infant health. The over 300 questions explored topics related to women's perceptions, practices, and experiences before pregnancy; during pregnancy, labour, and birth; and in the early months of parenthood. However, the survey failed to include the experiences and perspectives of Indigenous women living on reserve, those whose children were not living with them at the time of the survey (apprehended), and those who were institutionalized (incarcerated).

In response, NWAC launched the Indigenous Maternity Experiences (IMES) project, which not only addresses the gaps of the 2009 survey but also reflect the needs, gaps, barriers, and priorities of Indigenous women. NWAC's goal is to improve prenatal and postpartum health by understanding Indigenous women's experiences that contribute to maternal-child health disparities and associated inequities. This project is in partnership with researchers at the University of Calgary and is funded by the New Frontiers in Research Fund.



## FAST FACTS

In 2021-22, NWAC:



hosted 6 virtual sharing circles, where 47 birth and surrogate parents, health care providers, birth partners, community support members, and Elders shared perspectives, experiences, recommendations, and priorities for improving quality of care



hosted a five-day workshop at the Barrier Lake Field Research Station in Kananaskis, Alberta, where 8 Indigenous women participants from across Canada shared their birth experiences in videos analyzed data and wrote a preliminary report

## Walking the R.E.D Path: Re-forging Connections, Empowering Indigenous Women to Heal, and Driving Change for a Healthy Future

Walking the R.E.D Path—Reforging connections, Empowering Indigenous women to heal, and Driving change for a healthy future—was originally a five-year project funded through the Public Health Agency of Canada's Community Action Fund. Set to end for the 2022 fiscal year, the project's renewed funding means that NWAC will be able to further support Indigenous women, girls, and 2SLGBTQQAI+ people who are incarcerated in federal correctional institutions. A disproportionate number of STBBI (sexually transmitted and blood-borne infection) diagnoses and incarceration rates in Canada affect Indigenous women and gender-diverse people disproportionately. The goal of RED Path is to promote better health outcomes among this group by improving Indigenous health equity, reducing stigma, and promoting cultural connectivity.

Through the RED Path project, NWAC offers a series of accessible workshops that highlight culturally safe and trauma-informed STBBI interventions. Designed by and for Indigenous women, the workshops take the form of sharing circles, knowledge exchange activities, and community sessions. To date, NWAC has held workshops at four correctional institutions: Fraser Valley Institution for Women in British Columbia, Edmonton Institution for Women in Alberta, Buffalo Sage Wellness House in Alberta, and Okimaw Ohci Healing Lodge in Saskatchewan.

Over 400 Indigenous women and 2SLGBTQQAI+ individuals have participated. Culturally competent, trauma-informed resources include an activity book complete with therapeutic exercises and information on STBBIs, HIV, and HCV. Under the RED Path project, NWAC also produced a photo book highlighting positive stories of Indigenous women and gender-diverse people to help de-stigmatize sexually transmitted and blood-borne infections as well as offer messages of hope, community, and empowerment.

With renewed funding, NWAC will continue to collaborate with Indigenous women and 2SLGBTQQAI+ individuals facing incarceration to build stronger relationships, increase harm reduction measures, challenge the stigma around STBBIs, HIV, and HCV, and implement evidence-based interventions to challenge gaps in services. Strengths-based perspectives, trauma-informed empathy, resiliency, and capability to heal are also key components of the RED Path project.



## Walking the RED Path



## Aging and Dementia

The goals of NWAC's Dementia Strategic Fund and Circle of Care projects are to reduce stigma and encourage and enable communities to reduce the stigma around people who have dementia. To achieve this, we conducted an environmental scan on the needs, experiences, knowledge, attitudes, and behaviours of Indigenous communities concerning dementia; held three engagement sessions with Indigenous women, gender-diverse people, people living with dementia, and their caregivers in First Nations, Inuit, and Métis communities; and conducted 10 interviews with Elders in NWAC's Elder's Advisory Circle. From this exercise, we found that there is a need to incorporate cultural practices into support for Indigenous caregivers and into care provided to Indigenous people living with dementia, particularly in formal settings.

NWAC created toolkits, a webinar, a storybook, fact sheets, and other tailored, culturally safe, and trauma-informed resources for Indigenous women who are caring for individuals living with dementia in rural and remote communities across Canada. These resources will also be shared with health care professionals caring for Inuit Elders.



## FAST FACTS



Indigenous-specific toolkit and resources related to aging and dementia (as opposed to academic research and literature)



personal stories built empathy and were cathartic for the individual story-tellers





## In summary:

### 1. TOOLKIT

- focuses on Indigenous-specific stigma reduction strategies and decreasing stigma through personal stories and experiences
- includes quotes from Elders and caregivers
- provides information from Indigenous-specific dementia research gathered through the literature review and environmental scan

### 2. STORYBOOK:

- includes stories by and photos of 12 First Nations, Inuit, and Métis caregivers of people living with dementia

### 3. SCRIPT:

- developed by a well-respected First Nation's Knowledge Keeper
- includes information on traditional teachings related to aging and dementia

The Toolkit's collection of Elder teachings and personal quotes, alongside information and resources, will help Indigenous caregivers and people living with dementia feel less alone as well as help to decrease stigma in communities.



## Cannabis Projects

**A community-informed approach to cannabis public education and awareness for Indigenous women, girls, and gender-diverse people**



With funding from Health Canada's Substance Use and Addictions Program, NWAC embarked on a three-year project to reduce risks and eliminate barriers to safe access of cannabis. Over 1,250 Indigenous participants participated in surveys and engagement sessions to discuss cannabis public education and awareness priorities.

**Key findings from these surveys and sessions include the following:**

- Cannabis is a tool for harm reduction
- Cannabis is a medicine
- Cannabis is used to manage symptoms
- There is a need to address barriers and stereotypes to healthy systems of care
- Indigenous women, Two-Spirit, trans, and gender-diverse people experience stigma from health and social service providers
- There is a need to create broader cultural understanding about cannabis use
- Indigenous women and gender-diverse people want increased access to more information that is unbiased, evidence-based, and accessible to everyone
- The perspectives of Indigenous people (Elders, youth, families, 2SLGTBQQIA+) need to be front and centre in the research



With this information, NWAC created culturally safe and gender-specific resources and educational materials to help Indigenous women, girls, and gender-diverse people make informed decisions about cannabis use.





# What we Heard!



“This was one of the best online workshops I’ve attended this past year. I’m grateful for being part of these engagement sessions.”

“The session was a very open and accepting space for Inuit women to have an open conversation about cannabis. I learnt many new things. I think these sessions should be open to Indigenous youth as well to learn and just talk about cannabis in an open safe space.”

“It means so much to me that your organization is working to make Indigenous women feel heard and safe. The federal government should have had everything organized before legalizing cannabis in our country so that these types of information could be shared instead of stigmatizing the people who use it.”



**Establishing research priorities: An exploration of First Nations, Inuit, and Metis women and gender-diverse people's needs in cannabis and mental health (funded through Canadian Institutes of Health Research)**

This project was created to understand the mental health and cannabis needs of Indigenous Peoples and develop accurate and appropriate resources to help health care providers working in the field of Indigenous wellness. Through discussion and dialogue between First Nations, Métis, and Inuit on the relationship between mental health issues and cannabis use, NWAC is helping to inform policy, programming, and best practices to support First Nations, Métis, and Inuit women and gender-diverse people living with mental health issues.

**As a result of our findings, NWAC recommends the following:**

- Continue to take steps to combat racism and prejudice towards Indigenous Peoples in the health and social care field
- Develop, maintain, and reassess holistic and culturally safe approaches to mental health at regular intervals
- Adapt to and understand the changing narrative and body of knowledge on cannabis and mental health
- Offer cannabis-based care that informs patients and offers ongoing support when requested





## What we Heard.

“A lot of the people that I know that use cannabis are moms. It’s a social thing for us to get together, chat and smoke, and discuss which strains are good for daytime/night-time. Many of us view cannabis as a medication. Many use [it] to deal with sleep and stress issues, so being a mom, we have found it helpful.”

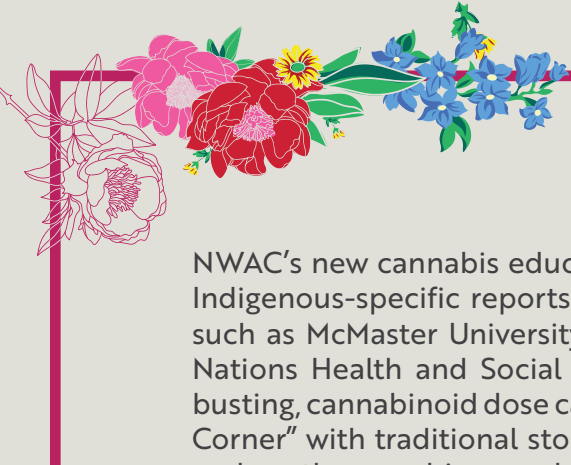
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“It would be great to have a consistent family doctor, one history, one explanation, and someone who will grow with us and see how we’re doing and be able to follow up with our case. That consistency builds trust. They should be here at least 10 years so we can have better care. A shared decision-making and respectful relationships only come after a period of time. If someone is right away judging me without knowing me, it’s harmful and not helpful compared to having someone get to know me.”

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“My health care provider was different. He was surprised when I asked him about cannabis. No one had asked him about it before. So now he felt excited that he would need to learn more about it since others might now ask him about cannabis. Once I was at the office, the staff was very informative and was able to speak with the doctor about it and the issues I wanted to address.”





NWAC's new cannabis education website offers our own educational resources along with Indigenous-specific reports and published works from our cannabis-related partnerships, such as McMaster University, Ekosi Health Centre, BC Centre for Excellence, and the First Nations Health and Social Secretariat of Manitoba. Information includes cannabis myth busting, cannabinoid dose calculator, cannabis laws in each province and territory, an "Elder's Corner" with traditional stories of cannabis, cannabis-related health information, cannabis and youth, cannabis use related to pregnancy and parenting, harm reduction resources, and cannabis use with other substances.

NWAC also submitted an article entitled "Conversations on Cannabis and Mental Health: Recommendations for Health and Social Care Providers from Indigenous 2SLGTBQQIA+ People in Canada" to the International Journal of Indigenous Health. The article explores the guiding principles of Etuaptmumk (Two-Eyed Seeing), which informed our sharing circles, and offers recommendations for academic institutions, medical regulatory authorities, and health and social care providers to consider when caring for Indigenous people living with mental health issues. Our findings point to the disconnect between recent research on medical cannabis and its availability to Indigenous people through accessible mediums, and the lack of cultural safety in health and social services. The recommendations are designed to educate frontline health and social care providers on the needs and experiences of Indigenous people and to improve access to current information and best practices.

## FAST FACTS

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- ✿ 2,805 visits in first month after launching a central hub for information on cannabis by and for Indigenous women, Two-Spirit, trans, and gender-diverse people
- ✿ 15 evaluation surveys on the central hub received to date, with everyone saying they enjoy our resources, have learned new information, and plan to use the information when making future decisions around cannabis
- ✿ 4 fact sheets in three languages (Inuktitut, French, and English)
- ✿ key findings presented at 2 conferences and symposiums
- ✿ 10 virtual engagement sessions and 1 survey with 140 Indigenous women, Two-Spirit, trans, and gender-diverse participants from across Canada
- ✿ 2 reports written



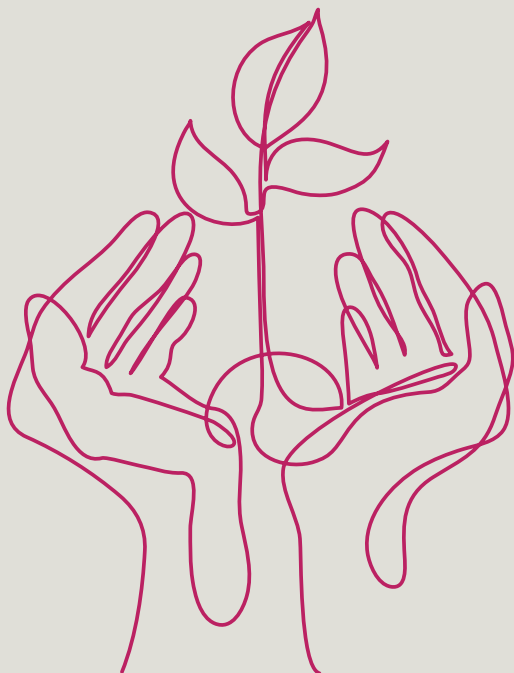
## Traditional Food and Agriculture Project

**T**he availability of fresh fruits, vegetables, and other healthy foods is a challenge in urban areas. Nonetheless, NWAC is focused on promoting the benefits of growing traditional Indigenous foods and medicines to improve the quality of Indigenous lives.

NWAC's head office, located in, Gatineau, Quebec, displays urban growth at its best. Soon, a large walk-in greenhouse on the top of the building will be built. The year-round greenhouse represents an opportunity for NWAC to demonstrate how people living in small spaces in urban areas can grow traditional Indigenous foods and medicines using their balcony, windowsill, backyard, or community patches.

Greenhouse farming uses fewer water resources and eliminates the need to transport goods, thus minimizing the production of greenhouse gases. Little or no packaging is required to sell or use greenhouse-grown products in NWAC's new cutting-edge culinary kitchen and restaurant. Our farm-to-table project aligns with NWAC's strong sense of social purpose and mission to "advocate for and inspire women and families of many Indigenous nations."

NWAC will be producing information on how to grow food in small spaces so that Indigenous people will learn how to grow their own traditional food and medicine without having to rely on global or regional food supply chains.





# SECTION



## SOCIAL DEVELOPMENT

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**Workplace Opportunities:**  
Removing Barriers to Equity (WORBE)



NATIVE WOMEN'S  
ASSOCIATION OF CANADA

48TH ANNUAL GENERAL ASSEMBLY

## SECTION 5

## SOCIAL DEVELOPMENT

**Workplace Opportunities: Removing Barriers to Equity (WORBE)**

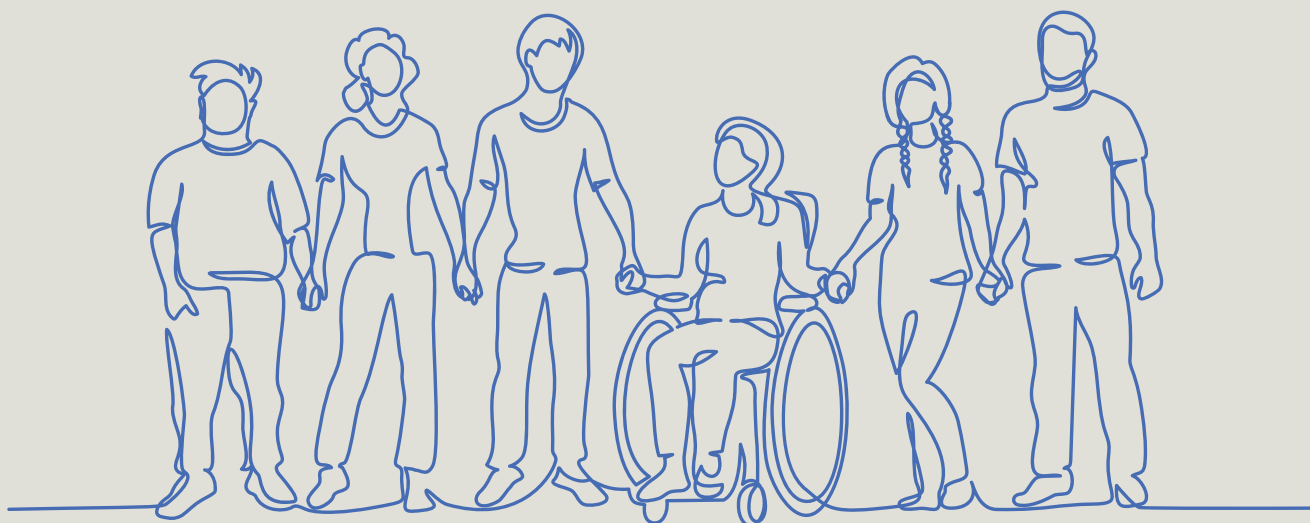
- ✿ 1 in 2 Indigenous women and 2SLGBTQQAI+ people with disabilities experience employment barriers
- ✿ cultural training for HR departments builds awareness, equity, and inclusiveness in the workplace

A large-scale, national research report revealed that Indigenous women, Two-Spirit, and gender-diverse people with alternate abilities (disabilities) experience higher rates of employment barriers. The report is based on findings compiled from 918 participants who completed the national survey “Workplace Opportunities: Removing Barriers to Equity (WORBE) for Indigenous Women, Two-Spirit, and Gender-Diverse People Living with Disabilities,” which was led by NWAC.

According to the report, one in two surveyed has either left, or wished to leave, an employment position due to workplace racism or discrimination, based on Indigeneity and/or disability. Other barriers the report exposes include impediments due to cultural, spiritual, environmental, educational, and health differences; stresses and implications of disclosing a disability to an employer; and a need for increased education and/or training on Indigenous peoples with disabilities.

As a result, NWAC is strongly recommending cultural and sensitivity training for human resources staff to build awareness and knowledge on essential needs and accommodations for Indigenous groups with disabilities. These resources would be targeted at employees to reduce—and eliminate—stigmas regarding disabilities, or alternative abilities, for Indigenous women, Two-Spirit, and gender-diverse people.





NWAC also recommends on-the-job and pre-employment, professional, and cultural mentorships for Indigenous employees, and potential employees, with disabilities. Doing so would allow them to integrate into the workplace successfully, barrier-free, and with appropriate supports.

Data collected from 918 Indigenous participants contributed to the national survey on workshop opportunities. NWAC commissioned the project as an outcome of a WORBE training program. Nanos Research conducted the national survey between March 10 and April 5, 2022.

NWAC undertook this project in partnership with the Institute for Research and Development on Inclusion and Society (IRIS) and the Disabled Women's Network (DAWN) of Canada. The information collected through these virtual events helped NWAC identify needs of the most vulnerable among Indigenous people and understand how to help them surpass physical, cultural, and spiritual barriers to enter, and remain within, the workforce.





## Culturally Relevant Gender-Based Analysis

NWAC's Culturally Relevant Gender-Based Analysis (CRGBA) Framework has continuously evolved since its original introduction in 2007. CRGBA comprises the following five key concepts: distinctions-based, intersectional, gender-diverse, Indigenous knowledge, and trauma-informed. The CRGBA Framework is at the foundation of our work, and crosses all our policy projects, external advocacy work, and research projects. The Framework was developed in response to gaps in traditional GBA+, and draws attention to the specific cultural, historical, and intersecting aspects of identity among Indigenous women, Two-Spirit, and/or gender-diverse people. Gender-based analysis was founded during the second wave of feminist organizing, a movement frequently criticized for centring heteronormative, cisgender, and primarily white and settler voices. Since its introduction, the CRGBA Framework has continued to shift approaches to policy analysis, research, and advocacy across disciplines and collectives in Turtle Island and Inuit Nunangat, at both a federal and community level.

In 2019, NWAC received capacity-building funding from the First Nations and Inuit Health Board (FNIHB) to help develop the CRGBA Framework to reflect and respond to current wise practices, data, and the shifting needs of grassroots community members. At the onset of the project, NWAC published *A Culturally Relevant Gender-Based Analysis (CRGBA) Starter Kit: Introduction, Incorporation, and Illustrations of Use* in June 2020. Throughout 2021, this innovative publication set the stage for future applications of the CRGBA Framework, and NWAC has since begun to build on the literature and fill the knowledge gap around culturally relevant and gender-informed approaches to policy analysis, research, and advocacy. Previous project activities included conduct literature reviews on CRGBA and distinctions-based approaches to social policy and developing an internal CRGBA-informed strategic plan.

Although 2022 marked the final year of the FNIHB project funding, NWAC has received ongoing capacity-building funding to support further CRGBA project work from Crown-Indigenous Relations and Northern Affairs Canada (CIRNA). This funding began in 2021. As a result of this funding, NWAC has further developed the CRGBA Framework and has engaged in a number of projects to raise awareness of the CRGBA Framework.








- revitalized the internal 2SLGBTQQIA+ Advisory Committee to support all NWAC teams in engaging in gender-inclusive, culturally distinct ways of being and approaching our respective work
- published the *Community-Based Research Toolkit*, a guide for community-based researchers to incorporate the principles of CRGBA within their projects and build the capacity of grassroots organizations to conduct meaningful, inclusive, and distinctions-based research
- launched a week-long “Did You Know” media campaign to raise awareness of the CRGBA Framework and its relevance for the public
- completed the final draft of Culturally Relevant Gender-Based Analysis (CRGBA): A Roadmap for Policy Development, a capacity-building and training document to guide policy-makers, researchers, and other relevant audiences in applying the CRGBA Framework to policy development
- conducted three online sharing circles with both grassroots and policy-maker and/or researcher audiences to introduce participants to the current CRGBA Framework (feedback from these sessions was used to revise NWAC’s CRGBA training and knowledge-sharing tools) contributed to the publication *Implementing Indigenous Gender-Based Analysis in Research: Principles, Practices and Lessons Learned*





## FAST FACTS

-  3 online sharing circles
-  CRGBA Research Toolkit
-  1 "Did You Know" social media campaign
-  1 published journal article
-  draft policy roadmap

The CRGBA Framework has the potential to evoke and sustain widespread impact across federal, provincial, and municipal approaches to social policy development, therefore directly impacting Indigenous communities across Turtle Island and Inuit Nunangat. Over the years, NWAC has consistently been consulted by policy-makers for advice and guidance on how to develop social policies and programming that is distinctions-based, gender-inclusive, and rooted in an intersectional lens. The CRGBA Framework offers a unique medium for grassroots community members, researchers, and policy-makers to directly inform and shape social policy and programming.

By continuing our work on training and raising awareness of the CRGBA Framework, including developing concrete learning tools like the *Community-Based Research Toolkit* and the CRGBA Roadmap for Policy Development, we are equipping policy-makers and social advocates and activists with the language, tools, and skills to make social change.

### Restoring the Circle

This project supports Indigenous women, girls, and 2SLGBTQ+ people with lived experience of gender-based violence. Through its project activities, NWAC employs a distinctions-based approach to ensure that it incorporates the perspectives of First Nations, Métis, and Inuit people from all four directions and from rural and urban environments.

NWAC has finalized and will be launching once again the virtual training program known as "Restoring the Circle". We held a





refresher training session with service providers and promoted the session/program on our website and through our social media platforms. We also developed a workbook and online resource toolkit products to enhance learning.

NWAC hosted eight online Restoring the Circle training sessions, which were attended by 141 service providers from all across Canada. Participants were given an in-depth overview of the training, which included the pillars and themes of gender-based violence with 2SLGBTQ+ individuals and encouraged to share it with others in their respective fields.

The self-led and online training program is easily accessible for those who can access the link. It is also free and specific to Indigenous communities and 2SLGBTQ+ women, girls, and gender-diverse people.

Another benefit is that, while some resources on gender-based violence exist, very few are culturally informed and developed in consultation with Indigenous communities.

Future action is needed to ensure that services, organizations, and agencies working with Indigenous 2SLGBTQ+ communities are made aware of this training program.

New to the Phase 2 of Restoring the Circle was the accompanying Journal workbook, which was illustrated by Indigenous artist Natalie Sappier and mailed out to the participants of the training sessions. An online resource toolkit was also developed. In addition, French language translation of the training has been incorporated to better serve the French speaking Indigenous community. The Exit survey is embedded within the training, and the knowledge metrics can be accessed as needed.

## FAST FACTS

- 🌸 3 video productions from an Indigenous 2SLGBTQ+ Elder and storyteller
- 🌸 8 training sessions
- 🌸 141 service provider participants
- 🌸 workbook beautifully illustrated by an Indigenous artist
- 🌸 4 fact sheets
- 🌸 2 themed posters
- 🌸 2 themed infographics

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**“relevant, timely, easily accessible, and beautifully presented”**

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**“training modules were informative, sensitive to the topics, and long overdue”**





## The Heritage Language Project

In 2002, Statistics Canada reported that 8,077 people in Canada spoke an Indigenous language. Since then, [260,550 people \(an increase of 3.1%\) now speak an Indigenous language](#). NWAC is excited to contribute to this growth opportunity by delivering asynchronous online learning that promotes and strengthens Indigenous languages.

Currently, we are involved in a two-year Indigenous language project, which is funded by Heritage Canada. The program aims to encourage Indigenous individuals and groups to engage in advisory circles, hold online workshops, and develop YouTube language videos, all with the express purpose of promoting Indigenous languages. Learning activities will begin with three main languages: Michif, Inuktitut, and one First Nation language. However, on the recommendation of advisory circle members, NWAC will consider other Indigenous languages throughout the project.

Led by Language Keepers, the YouTube videos promote cultural pluralism. The active learning delivery also fosters Indigenous self-esteem and cultural and linguistic heritage. NWAC hopes that the videos will contribute to decreased shame or prejudice among Indigenous ethnocultural groups of all ages and reduce bias among Canadians.

We are also looking at investing in a learning management system (LMS). The quantitative results stored in the LMS and gathered from participants' pre-and-post answers will be used to measure learning outcomes.

The online workshops included a community-based learning component that connects the lesson to real-life applications of Indigenous art. At this time, the workshops are free, and participants can expand their horizons by using the materials mailed to them in advance to create art. The instructor-led workshops, prescribed materials, and general learning activities have received participant commendations for providing a healing space and time to re-acclimate with Indigenous practices.

NWAC's Heritage Language project continues to be a source of Indigenous culture, traditions, and lived experiences.





## Youth Engagement on Gender Equality

Creating a platform to celebrate gender equality and take progressive steps toward advancing systemic change to support Indigenous youth on matters of gender equality is a critical part of NWAC's work. A key piece of the Youth Engagement on Gender Equality project, which was funded by WAGE, was the communications and engagement strategy. The strategy included a bilingual online networking platform, called Generation 4 Equality (G4E), to help connect Indigenous girls, Two-Spirit, transgender, and gender-diverse youth between the ages of 15 and 30 from across the country.

Using this G4E platform, youth to upload stories, photos, and videos of how they advocate for gender equality and gender diversity. They can nominate someone they know to submit their stories and host Q&A sessions.

Shifting youth engagement to a digital platform makes it possible to engage with other youth through other platforms like TikTok and Instagram. The G4E platform also helps Indigenous youth develop leadership skills; gives Elders an opportunity to connect with Indigenous youth; and encourages intergenerational knowledge-sharing and gender advocacy.

In an effort to continue providing Indigenous youth with the toolkit to combat gender inequality, the G4E platform hosted two creative engagement sessions to empower Indigenous youth to advocate for gender equality. Another session jointly hosted by NWAC and Sun Life was led by two Indigenous Two-Spirit youth who are making an impact through digital storytelling and podcasting. The sessions looked at how to share stories on digital platforms, how to advocate for gender equality using skills the youth already possess, and how to pursue a career in communications and media.

NWAC's work on the G4E platform will continue into the 2022–23 fiscal year.

## FAST FACTS

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- ✿ 4 online engagements, with feedback from 14 Indigenous youth and 4 members of NWAC's Youth Council
- ✿ Choice for Youth helped ensure the success of the Gender 4 Equality pilot tests by connecting NWAC with Indigenous youth in their network
- ✿ Youth Council conducted a national survey to determine gaps and focal areas for the G4E networking platform



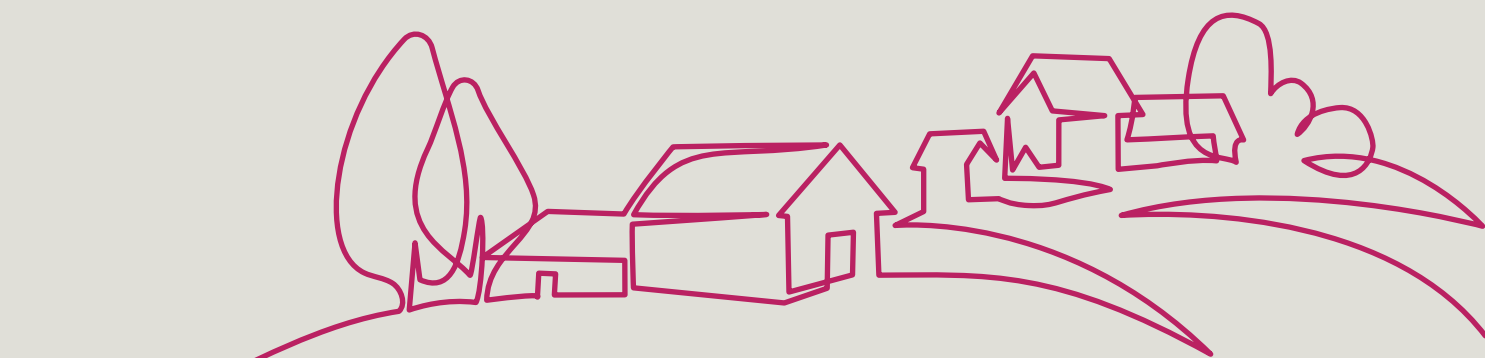
## Culturally Appropriate Housing

The Culturally Appropriate Housing project, which began in March 2022, consisted of a literature review of NWAC's previous projects on housing, poverty, and homelessness. From this review we produced a report that summarizes our previous findings and recommendations. Through this project, NWAC has been able to draw attention to the long-standing challenges faced by Indigenous women, girls, and gender-diverse people accessing safe and affordable housing across Canada. We provide important historical context to the roots of today's housing crisis, as well as an analysis of issues being exacerbated by poor housing options. We also offer direction to resolving the housing issues experienced by Indigenous people. Following the publication of our report, NWAC met with the Office of the Federal Housing Advocate, housed at the Canadian Human Rights Commission. At this meeting, our goal was to share the critical experiences of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people, while also shaping the advocate's perspectives on housing.

Through the housing report, NWAC can play a significant role in shaping future perspectives and solutions on housing in Canada.

## FAST FACTS

- ✿ reviewed 13 NWAC reports on housing, homelessness, and poverty
- ✿ analyzed over 90 recommendations on addressing the housing crisis experienced by Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people
- ✿ met with the federal housing advocate to discuss our findings and recommendations on housing
- ✿ Identified 7 issues exacerbating the housing crisis in Indigenous communities and 3 previously successful approaches to housing accessibility





# SECTION



## LEGAL AFFAIRS & INTERNATIONAL RELATIONS

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**Advocating for Equality by Amplifying  
Our Voices in the Legal Arena and on the  
International Stage**



**NATIVE WOMEN'S  
ASSOCIATION OF CANADA**

48TH ANNUAL GENERAL ASSEMBLY

## SECTION 6

## LEGAL AFFAIRS &amp; INTERNATIONAL RELATIONS

## Advocating for Equality by Amplifying Our Voices in the Legal Arena and on the International Stage

## The Legal Arena

*Indian Act*

The Legal Unit designed and implemented a national engagement strategy to assess the effectiveness of Bill S-3 in eliminating the known inequities under the registration provisions of the *Indian Act*. These activities included research and analysis, an online discussion paper and survey, virtual roundtables with experts and directly affected individuals at the grassroots level, and regular engagement with government.


This project improved public awareness and understanding of Bill S-3's changes to the *Indian Act* and the project's communication strategy worked to encourage newly entitled individuals to register for status. Our communications work included several social media posts that garnered almost 75,000 impressions, a special *Indian Act* edition of *Kci-Niwesq*, NWAC's e-zine, and a variety of online information resources.

The final report for this project sets out 12 recommendations, some of which aim to address immediate issues of discrimination under the registration provisions. The central conclusion of the report holds that despite the effectiveness of Bill S-3 in addressing the inequities that it was designed to address, the time has come to repeal the *Indian Act* and its replacement with agreements and laws that conform to the *United Nations Declaration on the Rights of Indigenous Peoples* (UNDRIP).

Our activities promoted awareness of new entitlement grounds under the registration provisions that can help individuals access the services and rights to which they are entitled as Indigenous persons while simultaneously addressing ongoing issues of inequity and calling for concrete steps to begin the process of repealing the *Indian Act* in a way that respects the rights of First Nations.

The Legal Unit received a considerable amount of positive feedback from Indigenous women who participated in the Post Bill S-3 *Indian Act* project engagement sessions. Many expressed appreciation for having their voices and concerns heard. One Indigenous woman went on to share her personal lived experiences with the ongoing discriminatory status provisions of the *Indian Act*, and had her story published in *Kci-Niwesq*.





The magazine was shared widely across Canada and provided a valuable source for explaining how status eligibility has changed since the implementation of Bill S-3 and certain court cases (such as Hele).

### ***United Nations Declaration on the Rights of Indigenous Peoples***

The Legal Unit actively promoted the domestic implementation of UNDRIP through Bill C-15 and engaged regularly with Justice Canada to ensure NWAC's participation in the implementation process.

We appeared as witnesses before the Senate Standing Committee on Aboriginal Peoples in support of Bill C-15 and submitted a written brief. The Bill received royal assent on 21 June 2021, affirming UNDRIP as a universal international human rights instrument with application in Canadian law and establishing legislated mandates for conforming the laws of Canada to the Declaration and for its implementation.

The Legal Unit engaged regularly with Justice Canada on a variety of matters related to the *UNDRIP* Act and successfully negotiated a contribution agreement for NWAC to undertake engagements with Indigenous women and 2SLGBTQQIA+ persons on the Act's implementation.

This project will contribute to the meaningful implementation of UNDRIP in Canada in ways that account for and respect gender-based issues and interests.

### **National Action Plan Combatting Hate**

The Legal Unit developed NWAC's position in two related government initiatives to address hate crimes in Canada. The Federal Government's Anti-Racism Secretariat is consulting stakeholders to develop a national action plan to combat hatred. Parliament is also debating a Bill that seeks to define hate speech more precisely.

We researched and developed NWAC's position on Bill C-261, *An Act to amend the Criminal Code and the Canadian Human Rights Act and to make related amendments to another Act (hate propaganda, hate crimes and hate speech)*. When the Bill goes to committee after second reading, NWAC will make written submissions and seek permission to make oral submissions. NWAC supports government initiatives to better define and respond to hate speech, which reflects pervasive hate-based attitudes that endanger Indigenous women, girls, and gender-diverse people.

The Legal Unit drafted a document providing a legal analysis that explores the Canadian criminal law relating to hate-motivated acts and suggests positions NWAC should adopt. This document emphasizes the unique impacts hate crimes have against Indigenous women, girls, and gender-diverse people. This document also provides current statutory definitions of hatred and hate crimes, and the case law further defining the elements of hate-motivated crimes. This document informs and supports NWAC's participation in both initiatives.



We also participated in virtual roundtable discussions with members of the Federal Anti-Racism Secretariat, including the Minister of Housing and Diversity and Inclusion, Ahmed Hussen. NWAC submitted written feedback in a prescribed stakeholder survey, letting the secretariat know that NWAC prioritizes Federal Government anti-hate responses that pay particular attention to MMIWG findings. NWAC also shared with the roundtable some of our key positions on the national action plan, including a trauma-informed approach to consultations with Indigenous groups, and emphasizing findings outlined through National Inquiry into MMIWG's Final Report.

### **UN Convention on the Rights of the Child**

The Legal Unit advocated for Indigenous children's rights in the international sphere, at the UN, and participated in the UN Committee on the Convention of the Rights of the Child's (CRC) periodic review of Canada. This review involves back-and-forth written submissions between the Committee and Canada's government identifying concerns about Canada's commitment to upholding the CRC's terms as signatory. Following the written submissions, the Committee asked civil society organizations to submit their reviews of Canada's performance engaging CRC rights.

NWAC submitted and published its [review](#), highlighting Canada's failure to provide services and rights equally to all children. Indigenous children experience disproportionate rates of poverty, unsafe housing, food insecurity, access to clean water, access to education, and discriminatory health and child welfare funding. Canada has also failed to address findings outlined by the National Inquiry into MMIWG. NWAC also participated in a press conference with other child right advocates on the eve of Canada's in-person review in front of the CRC Committee. In this [press conference](#), NWAC raised Canada's discriminatory treatment of Indigenous children once again.

The Committee raised several of NWAC's concerns, directly confronting Canada's government representatives on why Indigenous children continue to face discriminatory treatment and barriers accessing essential services like clean drinking water. The Committee recorded several of these concerns in its [Concluding Observations](#), a final report to close this periodic review period and a challenge to the areas Canada must seek to improve before the next periodic review in 2027.



### ***R v Sharma and Bill C-5***

The Legal Unit led NWAC's intervention at the Supreme Court of Canada (SCC) in the *R v Sharma* case. Appealing from the Ontario Court of Appeal, at which NWAC was also an intervener, the Government of Canada challenged the Court of Appeal's finding that limitations under the *Criminal Code* on the availability of community-based sentences violated the equality rights of Indigenous Peoples. The effect of these limitations under the *Criminal Code*, implemented under the *Safe Streets and Communities Act* in 2012, was to constrain the ability of sentencing judges to impose sentences commensurate with the *Gladue* framework.

NWAC's written and oral submissions in this case focused on the additional adverse effects of this discrimination on the processes of reconciliation, as they relate to potential section 35 rights and traditional and holistic healing and rehabilitation practices.

The SCC has not yet released its decision in the *Sharma* case. However, the Minister of Justice introduced Bill C-5 to amend the *Criminal Code*, including amendments that would remove the limitations on conditional (community-based) sentences that are at issue in the *Sharma* case.


The Legal Unit is actively supporting the passage of Bill C-5 and has submitted a written brief to the House Standing Committee on Justice and Human Rights reiterating our arguments at the Ontario Court of Appeal and the Supreme Court of Canada in favour of the Bill.

### ***Canadian Association of Elizabeth Fry Societies (CAEFS)***

The Legal Unit is leading NWAC'S intervention in the case of *CAEFS v Correctional Services Canada (CSC)* in the Canadian Human Rights Tribunal. NWAC is intervening in this case to advance the rights of Indigenous women in federal prisons. Our submissions will assist the Tribunal in assessing systemic issues faced by Indigenous women in the use of Structured Intervention Units (SIUs).

Parliament replaced administrative segregation (a type of solitary confinement) under the *Corrections and Conditional Release Act* with SIUs under Bill C-83 in 2019. These amendments to introduce SIUs were





ostensibly designed to address the severe health-related harms associated with solitary confinement while maintaining an intervention framework to guide CSC's work when an inmate cannot be safely managed within a mainstream inmate population. Like the abolished administrative segregation, SIUs continue to discriminate against Indigenous women, especially those experiencing mental health challenges, by continuing to place them in solitary confinement.



## CD 100

NWAC approached CSC to request an opportunity to review and provide feedback on a policy governing how gender-diverse people are to be treated in federal jails. After initial hurdles, NWAC reviewed the policy (known as Commissioner's Directive-100) and provided feedback directly to CSC. NWAC's primary concerns held that CD-100 defies Canada's human rights code by allowing CSC staff to make final determinations on an inmate's gender based on their sex at birth, rather than on their affirmed gender expression.

Alongside our efforts to advocate for gender-diverse people's rights to CSC directly, NWAC's Legal Unit wrote an op-ed published in a national newspaper critiquing CD-100. CSC enacted CD-100 without making any amendments based on our feedback and concerns. NWAC continues to monitor gender-based discrimination allegations and advocates for Indigenous gender-diverse people's human rights.

## FAST FACTS

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- ✿ Intervening in support of the *Gladue* framework and reconciliation in the *R v Sharma* case at the Supreme Court of Canada
  - ✿ Completing national engagements on Bill S-3 and submitting a final report on eliminating inequality and rights violations under the *Indian Act*
  - ✿ Advocating in support of legislation to implement UNDRIP and securing arrangements to ensure NWAC's participation of the Declaration
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## On the International Stage

Colonial attitudes and structures will have you believe that there is always an us versus them. However, as Indigenous Peoples all over the world know, we are stronger together. NWAC had an opportunity to connect with our sisters and brothers of the Americas at the IX Summit of the Americas, from June 6–8 in Los Angeles, United States of America. The theme of the Summit was “Building a Sustainable, Resilient, and Equitable Future.”

The Summit of the Americas (SOA) is an international summit meeting that brings together the leaders of countries in the Organization of American States (OAS). The OAS is an international organization that was founded on April 30, 1948, for the purpose of solidarity among its member states within the Americas.

NWAC participated, in person, as a part of the Civil Society Forum. This avenue is not ideal since Indigenous Peoples and organizations must be included in these spaces pursuant *the United Nations Declaration of the Rights of Indigenous Peoples* (UNDRIP). Notably, Article 3 recognizes Indigenous Peoples’ right to self-determination, which includes the right “to freely determine their political status and freely pursue their economic, social and cultural development.” However, NWAC advanced our priorities in meetings of the sub-regional working groups focused on summit political commitments (health, climate, clean energy, digital transformation, and democratic governance), and thematic workshops focused on summit priorities. Specifically, we informed our sisters and brothers in the Americas about the MMIWG Calls for Justice.

During the Health and Wellness working group, we advocated for a trauma-informed approach to health and wellness as well as land-based resiliency. Further, we called for data sovereignty in the discussions related to digital transformation. Since COVID-19, meetings and other mechanisms of human connectedness moved online. Digital transformation must ensure that Indigenous Peoples are stewards and custodians of their own data.



Leaders and foreign ministers met with the Civil Society at the Forum on Wednesday, June 8. Spokespersons from each working group spoke to the leaders. Canada was represented by the Minister of Foreign Affairs, Melanie Joly, who gave a broad high-level speech about working together to fight corruption, build public trust in institutions, and support democracy across the hemisphere given the new digital world we live in.

In addition, NWAC participated in thematic discussions such as advancing democratic accountability, strengthening regional and national emergency preparedness, gender equality, and democracy in the 21st century, digital transformation: human rights and internet. NWAC discussed the ongoing genocide in Canada and urged for the implementation of the MMIWG Calls for Justice. Our sisters and brothers in the Americas were supportive and encouraged by our messaging. In addition, NWAC advanced our priorities in a meeting with members of the Canadian Section of ParLAmericas.

NWAC also had our children in mind and spoke about their rights, which was met with great support and solidarity.

International advocacy is a tool at NWAC's disposal—to build strong relations with allies in the Americas and to monitor Canada's progress (or lack thereof) as it relates to their international commitments. For example, Canada is a party to and has obligations under the *Convention on the Rights of the Child*.



The Universal Periodic Review (UPR) is a mechanism of the overall human rights situation in all UN Member States such as Canada. Child rights issues are included in the UPR. The UN Committee on the Rights of the Child (the Committee) reviewed Canada on May 17. NWAC submitted recommendations on how Canada can better protect the rights of Indigenous children and closely monitored the review.

This is a priority for NWAC since Indigenous children face significantly worse outcomes than non-Indigenous children in Canada. They experience disproportionate poverty rates, domestic violence rates, food insecurity, lower education attainment, health conditions, and systemic discrimination.

In April 2022, NWAC submitted a written submission to the Committee during Canada's Joint 5th/6th Periodic Review. On May 17, Canada was reviewed by the Committee and on June 9, 2022, the Committee published its "Concluding Observations" on Canada's child rights record, following a three-year exchange of documents and private and public meetings, the first review since 2012.

The UN Committee addressed a variety of issues. However, the Committee echoed NWAC's concerns specifically they "urged Canada to repeal Section 43 of the *Criminal Code* to remove existing authorization of the use of "reasonable force" in disciplining children and explicitly prohibit all forms of violence against all age groups of children within the family, in schools and in other institutions where children may be placed."

NWAC submitted that we do not support Canada's continued reservation under CRC Article 37(c) since Indigenous children inherit intergenerational traumas associated with Indian Residential Schools, including corporal punishment. *Criminal Code* s. 43 permits parents and authority figures to use corrective force as a defence to criminal assault charges against a child. The Truth and Reconciliation Commission of Canada's (TRC) Call to Action 6 calls on Canada to abolish this criminal law. This form of punishment must be abolished and a focus on trauma informed approaches must be adhered to. *Every child matters.*





The Committee's periodic review of Canada's child rights record will resume on January 11, 2027. NWAC will continue to monitor as this greatly impacts the rights of our children who are our future.

NWAC also appeared and orally and virtually advanced our priorities at the United Nations. Specifically, we participated in the 66th Commission on the Status of Women as well as the 21st Session of the UN Permanent Forum on Indigenous Issues (UNPFII). The UNPFII theme was "Indigenous Peoples, Business, Autonomy and the Human Rights Principles of Due Diligence Including Free, Prior, and Informed Consent." NWAC discussed the myths surrounding FPIC such as member states regarding it as an obstacle to resource extraction as opposed to the inherent right of self-determination.

NWAC also contributed to a study on Indigenous Peoples and the right to freedom of religion or belief conducted by the Special Rapporteur on freedom of religion or belief. Among other things, NWAC advocated for the Special Rapporteur to urge Canada to implement the MMIWG Calls for Justice, specifically Call for Justice 18.10, which calls upon all governments and service providers to provide safe and dedicated ceremony and cultural places and spaces for 2SLGBTQQIA youth and adults, and to advocate for 2SLGBTQQIA inclusion in all cultural spaces and ceremonies. These 2SLGBTQQIA-inclusive spaces must be visibly indicated as appropriate.

In addition, NWAC will be virtually attending the 15th session of the Conference of States Parties to the Convention on the Rights of Persons with Disabilities where we will advocate for the rights of Indigenous Peoples with disabilities during general debate taking place on June 16, 2022.

NWAC is and will continue to work hard to dispel colonial attitudes and structures. We will stand in solidarity with all Indigenous Peoples because we are stronger together.





# SECTION



## PHILANTHROPY

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**Private- and Public-Sector Partnerships  
Help Amplify NWAC's Voice**



**NATIVE WOMEN'S  
ASSOCIATION OF CANADA**

48TH ANNUAL GENERAL ASSEMBLY

## SECTION 7

### PHILANTHROPY

#### Private- and Public-Sector Partnerships Help Amplify NWAC's Voice

The Development, Community Engagement, and Social Impact Unit was created to help secure long-term revenues from private sources to support NWAC's mission to help Indigenous women, girls, and gender-diverse people reclaim their identity, culture, and well-being and become economically independent.

NWAC uses the revenues to provide programs that support cultural and spiritual healing and facilitate access to apprenticeships and other skills and employment training opportunities. Funds are also used to amplify Indigenous voices on key issues through major media platforms.

In 2021, the Toronto Dominion Bank (TD) chose to support the #BeTheDrum program, which offers Indigenous women training workshops in beading, canvas oil painting, and business-essential skills to become entrepreneurs over the next two years. With this funding NWAC created a beadwork TD Kit.

The Bank of Montreal (BMO) is a staunch supporter of NWAC. With BMO's support, NWAC developed its two Resiliency Lodges, which will be used for healing programs, and the Social and Economic Innovation Centre, which will house NWAC's national offices, be used for training purposes, and advance the economic well-being of Indigenous women and gender-diverse entrepreneurs/artists.

From [BMO and Native Women's Association of Canada: An Engaging, Transformative Partnership](#) (June 16, 2021):

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**"BMO and NWAC have created a long-term partnership with the potential to make a significant contribution to the economic development of Indigenous communities. It is also an opportunity to support the economic resilience of Indigenous Peoples while promoting entrepreneurship and training initiatives among Indigenous women."**

– Mark Shadeed, Vice President of Indigenous Banking, Bank of Montreal

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**"Having a permanent home changes everything for NWAC."**

– Lynne Groulx, CEO, NWAC

This partnership between NWAC and BMO was featured and highlighted in BMO's 2021 *Indigenous Partnerships and Progress Report*.

Also in 2021, the Shopify Foundation provided a generous donation to help NWAC educate and inform Indigenous women and gender-diverse people of their voting rights during the federal election.

TikTok Canada made a significant donation to help NWAC procure Indigenous art pieces for the Resiliency Lodges.

Shell Canada has also been a major corporate sponsor. Susannah Pierce, CEO of Shell, used its national webcast platform to shine a spotlight on NWAC for the company's new employee giving program.

With Shell's corporate support, NWAC aims to amplify the voices of Indigenous women, girls, and gender-diverse people on development and extractive industries. Key project components include research conducted by NANOS to help with designing Sharing Circles and four regional grassroots engagement sessions with up to 800 participants, conducting one-on-one 'expert' interviews, collecting email responses that will contain important data and commentary, and publishing a final report.

NWAC's work has reached the hearts and minds of Canadians who want to support transformative change for Indigenous Peoples:

“

**"To honour the 215 children found in B.C."**

**"This donation is in support of justice for missing and murdered Indigenous women and girls."**

**"Truth and reconciliation."**

”



In addition to support from individuals, small businesses, schools, and organizations, other notable donations in the 2021–22 fiscal year came from Blended Thread Fabrics, Canadian Federation of Nurses, Cidel Trust Company, Hillberg & Berk Accessories, Inc., I Heart Tattoos, Inter Pipeline, Laser Glow, Lifemark Health Group, L'Oréal, Mary Kay, Online Giving Foundation in the U.K., Reitman's, Stratford Festival, Sun Life, and United Way Greater Toronto.

With this incredible support, NWAC has been able to support and empower Indigenous women, girls, and gender-diverse people. The centrepieces of this empowerment have been the establishment of two resiliency lodges, one in Chelsea, Quebec, and the Wabanaki Resiliency Lodge in New Brunswick. Indigenous women and gender-diverse individuals who are dealing with traumas can receive Elder-led, land- and culture-based, and holistic person-centred healing services in a safe space.

Though COVID-19 caused major shifts in routines and operations and created several obstacles, NWAC was able to adapt the workshops hosted from the Resiliency Lodges to an online platform. The result: over 7,000 workshops (and workshop kits) in 2021–22.





# SEPHORA + NWAC



## Sephora Partnership Dispels Harmful Stereotypes

On October 19, 2021, NWAC partnered with Sephora to hold the first-ever National Roundtable on Indigenous Beauty. The goal was to promote a more positive, diverse portrayal of Indigenous women, girls, and gender-diverse people in future campaigns and other medias, while also dispelling harmful stereotypes.

The report published as a result of the roundtable, Honouring Indigenous Beauty has made a positive impact. Indigenous women said they feel seen and heard, and look forward to furthering the conversation and digging deeper into how Indigenous beauty can be better represented and understood:

**"Thank you so much for allowing me to participate in this session. It has made me realize I am not alone."**

**"I think these discussions are important to have because many youths, and some adults, haven't found their own beauty and confidence within themselves."**

Sephora also hosted an event called Giving Tuesday. The event featured 12 of Sephora's Charity Rewards partners, where clients were given an opportunity to donate their Beauty Insider points and Sephora matching the donations. Funds raised from the event went to NWAC programming.

SOLIDARITY TO UNIFY &  
AMPLIFY OUR VOICES





# SECTION



## ARTISANELLE

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**Private- and Public-Sector Partnerships  
Help Amplify NWAC's Voice**



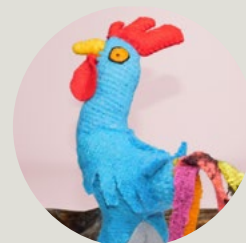
**NATIVE WOMEN'S  
ASSOCIATION OF CANADA**

48TH ANNUAL GENERAL ASSEMBLY



## SECTION 8

## ART GALLERY &amp; ArtisanELLE

**Honouring and empowering locally, nationally, and internationally**

Creating opportunities for Indigenous Peoples of the Americas. Building bridges between local artisans and global markets. Contributing to their economic sustainability. Honouring cultural traditions. Empowering one artisan at a time.

Art has often been referred to as the repository of a society's collective memory. A walk through NWAC's new Social and Economic Innovation Centre in the heart of downtown Gatineau, Quebec, demonstrates this concept well. An artistic masterpiece that is itself an art gallery, the Centre is beautifully and carefully laid out—the perfect space to present Indigenous arts and culture in a way that makes sense to us.

The Centre will be an important and intuitive mechanism to educate the public and support Indigenous women and gender-diverse people through the arts. With more than 220 art pieces created by over 56 Indigenous artists from Canada and the Americas proudly and professionally displayed over five floors, visitors will be treated to an Indigenous art experience like no other.

After walking through the building, a stop in the new ArtisanELLE store provides the ultimate in shopping experiences and ambiance. Created to empower Indigenous women artisans so they can live with dignity, support their families, and build thriving communities, the ArtisanELLE store features unique artisan creations made by Indigenous women and gender-diverse people from across Canada and the Americas.

ArtisanELLE is committed to advancing Indigenous women's economic autonomy by supporting dignified income opportunities and honouring cultural traditions. The products



and artwork not only reflect the uniqueness of Indigenous women and gender-diverse people from Canada and the Americas, but also keep Indigenous culture and traditions alive and celebrate diversity.

The Art Gallery and ArtisanELLE represent NWAC's bold and courageous vision to reclaim and revitalize Indigenous women and gender-diverse people's power and place through culture and the arts. NWAC envisions a world without economic injustice and is committed to upholding the dignity of Indigenous artisans by celebrating their traditional artistry as a step toward economic and social independence.

In addition to the Art Gallery and ArtisanElle store, the Social and Economic Innovation Centre can also be seen as an Indigenous museum and interpretive centre with its themed exhibition rooms and teaching spaces. The themed rooms include a special exhibition on missing and murdered Indigenous women and girls, located in the heart of the building, and must be seen to be appreciated. Other specially themed rooms include the Grandmother Earth room, Medicine room, Sundance room, Grandmother Moon room, and rooms for First Nations, Métis, and Inuit.

These spaces and others within the building continue to be developed under the guidance and direction of the people that NWAC represents and our Elders and Traditional Knowledge Keepers. Moving forward, NWAC is exploring public usage of the building and ways to further engage individuals and communities to celebrate the cultural richness of Indigenous Peoples, such as scheduling days for the public to view the Art Gallery and offering room space for workshops and teachings.







# SECTION



## MARKETING & COMMUNICATIONS

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**Private- and Public-Sector Partnerships  
Help Amplify NWAC's Voice**



**NATIVE WOMEN'S  
ASSOCIATION OF CANADA**

48TH ANNUAL GENERAL ASSEMBLY

## SECTION 9

# MARKETING & COMMUNICATIONS

### NWAC Enjoys High Visibility

NWAC became a top source of information and commentary on Indigenous issues for many Canadian media outlets and individual reporters in 2021. NWAC's two spokeswomen, CEO Lynne Groulx and President Lorraine Whitman, did hundreds of interviews over the course of the year. Our leadership were highly visible whenever Indigenous matters were in the news and current affairs cycle. Their popularity can be attributed to many factors, including their willingness to speak frankly and expertly on a wide range of topics. Ms Groulx's ability to speak in English and French during the interviews with media outlets across Canada enabled the organization to have broad reach right across the country.

The news year got rolling for NWAC in March with our International Summit of the Americas on Violence Against Indigenous Women. Media outlets from across North America took an interest in the online conference, which saw the participation of Indigenous leaders, experts and advocates from across the Americas.

Then, in June, NWAC received a flurry of requests to speak about the Federal Government's release of its national action plan, *Ending Violence Against Indigenous Women, Girls, and 2SLGBTQQIA+ People*, to combat violence against Indigenous women, girls, and 2SLGBTQQIA people, as well as NWAC's own action plan, *Our Calls, Our Actions*.

The contrast between the two plans was stark and clear. Canadian media grasped NWAC's message that the federal government's efforts were inadequate on multiple fronts. Ms. Groulx gave 20 interviews over the course of two days in June on the two action plans, as well as many other interviews in the following weeks.

At the same time, there was breaking news about the unmarked graves of Indigenous children on the grounds of former Indian Residential Schools. President Whitman was repeatedly called upon by media seeking her views on the tragedy.

There were many requests for interviews in July when Mary Simon was appointed as Canada's first Indigenous Governor General and when Roseanne Archibald was elected the first female National Chief of the Assembly of First Nations.

In August, NWAC's campaign to "Get Out the (Indigenous) Vote" in the federal election attracted media attention providing us with further opportunity for comments and interviews. And the government's appointment of a non-Indigenous man to head the Missing and Murdered Indigenous Women and Girls (MMIWG) Secretariat drew significant calls for NWAC to express an opinion.



That was also the case when Prime Minister Justin Trudeau opted to spend the first National Day for Truth and Reconciliation on a beach in Tofino, BC.

While these major events caused spikes in media demand, there was a steady stream of requests for comment throughout the year on issues such as health care, Amber alerts, incarceration rates, and NWAC's Safe Passage program.

NWAC also had considerable success in getting opinion pieces published in major newspapers, including *The Globe and Mail* on Canada Day and on the first National Day for Truth and Reconciliation.

In sum, NWAC was a go-to source for reporters and media outlets throughout the year and built a significant public presence across multiple media platforms.



NWAC's 2022  
MMIWG2S Scorecards



## NWAC Releases 30 Statements

NWAC's communications team worked diligently to bring awareness, education, activism, and progress regarding Indigenous women and 2SLGBTQQAI+ people to the public. During the April 2021–2022 period, NWAC released [30 statements](#) advocating for rights, accelerating unheard voices, and celebrating triumphs for the people NWAC serves.

Though many issues were advocated for, MMIWG2S was the most prominent topic. These included statements following the uncovering of [hundreds of children at Kamloops](#) Indian Residential School, [letters to Pope Francis](#) requesting a formal apology, statements on the [NWAC action plan](#), [Our Calls, Our Actions](#), and those made for [Red Dress Day](#). NWAC also made a number of statements on the first-ever [National Day for Truth and Reconciliation](#), political statements regarding the federal [election](#), and letters [demanding justice for Chantel Moore](#) and others who were victims to police killings.

Though all these statements caused waves and garnered public interest, some stood out above the rest and gained considerable media attention. A full list of press releases and statements is below:

### 2022:

**MAY 31** – [Indigenous women are beyond frustrated](#) over systemic racism in Canada's correctional system, as highlighted (again) by Auditor General

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**MAY 31** – [PASS OR FAIL?](#) NWAC to release first annual report card of government's progress in implementing its MMIWG national action plan

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**MAY 20** – [Still No Justice for Chantel Moore](#): NWAC strikes 'Justice Table' to end killings by police ([French version](#))

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**MAY 16** – [NWAC Demands Justice](#) for Chelsea Poorman, Chantel Moore, and all missing and murdered Indigenous women and girls

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**MAY 4** – [On Red Dress Day](#), NWAC demands end to the violence against Indigenous women, girls, and 2SLGBTQQAI+ people ([French version](#))

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**JAN. 7** – Statement by President Whitman on the [passing of Candy Palmater](#)

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## 2021:

**NOV. 25** – NWAC launches [#AnswerTheCalls, 16 days of activism](#) to end violence against Indigenous women, girls, and 2SLGBTQQAI+ people

**NOV. 23** – NWAC receives ‘Throne Speech’ with cautious optimism; will [press federal government to deliver on its promises](#) [\(French version\)](#)

**OCT. 26** – NWAC congratulates [cabinet ministers who will head Indigenous portfolios](#), calls appointments “good steps forward for reconciliation” [\(French version\)](#)

**OCT. 4** – Statement from President Whitman on the [occasion of the annual Sisters in Spirit vigil](#) [\(French version\)](#)

**OCT. 1** – NWAC condemns Trudeau’s decision to take a holiday on [first National Day for Truth and Reconciliation](#) [\(French version\)](#)

**SEPT. 28** – NWAC calls on the premiers of all provinces and territories to recognize the [National Day for Truth and Reconciliation](#) as a holiday in their jurisdictions [\(French version\)](#)

**SEPT. 21** – NWAC congratulates Liberals, [Prime Minister Justin Trudeau on election win](#), but urge him to take Indigenous women’s issues seriously this time around [\(French version\)](#)

**SEPT. 16** – Statement by President Whitman [urging Indigenous women to vote](#) in the upcoming federal election

**SEPT 14** – And the grades are in ... [NWAC/Nanos Scorecards](#): Some parties get tops marks; some fall short [\(French version\)](#)

**SEPT. 13** – NWAC to release [Nanos research analysis](#) and report card of where major political parties stand on Indigenous women’s issues

**SEPT. 9** – [NWAC demands explanation for appointment of a non-Indigenous man](#) to head secretariat on MMIWG [\(French version\)](#)

**AUG. 23** – [We’re done asking, we’re voting](#): NWAC launches ‘get out the vote’ campaign for Indigenous women, girls, and gender-diverse people [\(French version\)](#)

**JULY 8** – Statement by CEO Lynne Groulx on decision by [Jody Wilson-Raybould not to seek re-election](#)



**JULY 6** – NWAC congratulates [Mary Simon on Governor General appointment](#)

**JULY 3** – [NWAC creates interactive map](#) to chart places where Indigenous women, girls, and gender-diverse people lost their lives to violence ([French version](#))

**JUNE 24** – NWAC [demands criminal charges against governments, churches, and others](#) responsible for deaths of thousands of children at Indian residential schools

**JUNE 10** – NWAC sends [letter to Pope Francis](#) saying Indigenous Peoples deserve a real apology—and more—from the Catholic Church

**JUNE 4** – [NWAC demands justice for Chantel Moore](#) and an end to police killings of Indigenous people across Canada

**JUNE 3** – NWAC to hold online [support circles for residential school survivors](#) and others affected by horrors of residential school system

**JUNE 3** – [NWAC to file human rights complaint in Canada](#); requests international intervention and investigation on the genocide by the Organisation of American States (OAS) and on federal government's so-called national action plan ([French version](#))

**JUNE 1** – NWAC loses confidence in government, walks away from toxic, dysfunctional nap process to put families—not politics—first; announces own [action plan, entitled Our Calls, Our Actions](#) ([French version](#))

**JUNE 1** – Address by President Whitman and CEO Groulx [to announce NWAC's national action plan, Our Calls, Our Actions](#) ([French version](#))

**MAY 31** – NWAC [mourns the loss of hundreds of children at Kamloops Indian Residential School](#) and demands that the grounds of all similar institutions be searched for more victims

**MAY 4** – NWAC President [marks another Red Dress Day without national action plan](#) to address violence



## Kci-Niwesq

During the April 2021–2022 fiscal year, NWAC published eight editions of [Kci-Niwesq](#), our e-zine. Themes and topics ranged from plants to politics, Elders to youth, traditions to evolution, and more. Special editions were published on major matters, including the *Indian Act*, effects of [residential schools](#), and missing and murdered Indigenous women, girls, and Two-Spirit people ([MMIWG2S](#)).

We interviewed artists, activists, advocates, Elders, and politicians. Some of these conversations included discussing essential human rights with [Jagmeet Singh](#), programs that empower Indigenous youth with former Prime Minister [Paul Martin](#), and healing energies with [Elder Alma Brooks](#).

Our *Kci-Niwesq* 2021–22 list of issues:

- ✿ MARCH 2022: [Agriculture](#)
- ✿ JAN. 2022: [Indian Act](#)
- ✿ NOV. 2021: [Youth](#)
- ✿ OCT. 2021: [Economic marginalization](#)
- ✿ SEPT 2021: [Federal election](#)
- ✿ JULY 2021: [Residential schools \(special edition\)](#)
- ✿ JUNE 2021: [MMIWG2S](#)
- ✿ MAY 2021: [Intl'. Summit of the Americas on Violence Against Indigenous Women](#)





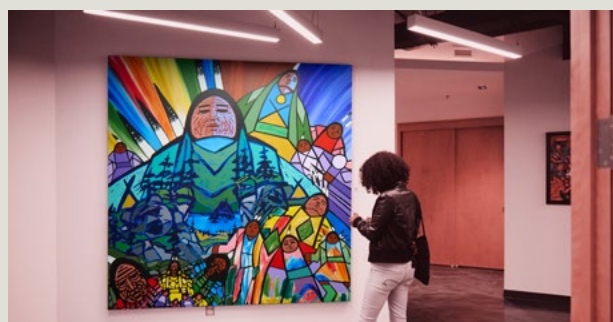
## NWAC Launches New Website and Microsites

NWAC's new [website](#), launched in June 2022, is easy to use, has a clean, crisp look, and is full of valuable information.

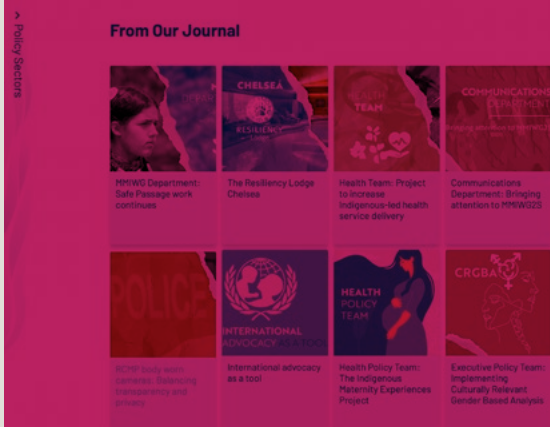
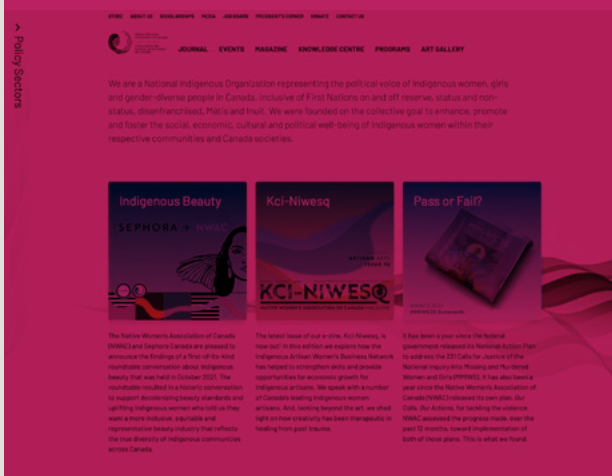
It features a policy page that is well laid out by sections and written in easy-to-understand plain language. Another great addition is the [Knowledge Centre](#) page, which serves as a hub for resources to enhance, promote, and foster social, economic, cultural, and political well-being of Indigenous women, girls, and gender-diverse people. It includes toolkits, press releases, factsheets, and more.

We also have an [Art Gallery](#) page to display some of the world's finest collections of Indigenous art from across the Americas. The art is on display at NWAC's new Social and Economic Innovation Centre, in downtown Gatineau, Que., and is now also available for viewing and purchase online.

We also launched two microsites: an [STBBI](#) (sexually transmitted and blood-borne infections) site and a [cannabis](#) site.



SOLIDARITY TO UNIFY &  
AMPLIFY OUR VOICES



## The STBBI Microsite

Trauma-informed care resources developed by NWAC have been compiled together in our culturally safe and trauma-informed knowledge hub—the STBBI microsite. The project was funded by the First Nations and Inuit Health Branch at Indigenous Services Canada.

This website includes research based on Indigenous experiences and cultures. It provides toolkits for parents and caregivers, factsheets, conversation starters with children, toolkits for workplaces, handouts, definitions of consent, gender-inclusive terminology, and more. Resources are also available by category: sexual and reproductive health, harm reduction, safer sex during the COVID-19 pandemic, trauma-informed care resources, and services and supports.

An important, informative piece is our [Ask Auntie](#) section of frequently asked questions, which takes into consideration Indigenous Knowledge and experience. It provides information and resources for commonly asked STBBI questions. Users may contact NWAC if they can't find the information they want on the Ask Auntie page.

Arguably the most important sections are the [Know Your Rights](#) and the [Find Services and Support Near You](#) sections. These pages provide essential information for people to become educated, access services, and understand their rights in making informed choices relating to consent, sexual and reproductive health, and birth control practices.



## The Cannabis Microsite

The cannabis education microsite was developed by and for First Nations, Inuit, and Métis people. Entitled “A Community-Informed Approach to Cannabis Public Health Education and Awareness,” the project was funded by Health Canada’s Substance Use and Addictions Program and led by NWAC. We engaged with urban, rural, and remote Indigenous communities to identify priorities and gaps for Indigenous women and gender-diverse people regarding cannabis public health education.

Since cannabis has been prohibited for so many years and using has led to criminal punishments, especially in Indigenous communities, our community engagements demonstrated that many Indigenous people and communities still lack informed, accurate, unbiased, culturally relevant information. Our new cannabis microsite offers a wealth of information, ranging from a [Cannabis Basics](#) page for beginners, a dedicated section on [Cannabis for Medical Use](#), and a number of resources dedicated to [Cannabis and Your Health](#) outlining information for youth, families, seniors, and during pregnancy.

An important tool offered through this microsite is the [Cannabinoid Dose Calculator](#), which helps people utilize cannabis to achieve a desired, or specific, effect. For example, users can calculate how much Tetrahydrocannabinol (THC) and Cannabidiol (CBD) will reduce chronic pain, manage anxiety, or for feeling euphoric effects.

A section dedicated to [Cannabis History and Traditional Stories](#) provides culturally relevant information about what cannabis is, how it got here, and what uses it serves. An Elder’s corner offers first-hand, cultural perspectives on cannabis.



A COMMUNITY-INFORMED APPROACH TO  
CANNABIS PUBLIC EDUCATION  
AND AWARENESS

UNE APPROCHE COMMUNAUTAIRE DE  
L'ÉDUCATION ET DE LA SENSIBILISATION  
DU PUBLIC AU CANNABIS



## NWAC Amplifies Social Media Reach

Over the past year, NWAC mobilized social media to advocate for and uplift the voices of Indigenous women, girls, and 2SLGBTQQIA+ people. The results: we sparked significant growth in our platforms, sparked critical conversations, and highlighted the ongoing human rights violations faced by Indigenous communities across Turtle Island and Inuit Nunangat.

We placed a great deal of our social media efforts on the ongoing genocide of missing and murdered Indigenous women, girls, and Two-Spirit people (MMIWG2S). For example, we hosted several social media campaigns, including a 16-day campaign for the 16 Days of Activism Against Gender-Based Violence, as well as a campaign for Red Dress Day. These awareness campaigns helped put a spotlight on the critical need for the federal government to answer the Calls for Justice and end the ongoing genocide of MMIWG2S.

NWAC also used social media to call for increased government support in answering the Truth and Reconciliation Commission's Calls to Action and ensuring residential school survivors and their families have access to healing services. With ongoing ground searches at former residential schools, it is critical that sustained efforts be made to engage in reconciliation. Until this happens, NWAC will continue to be a vocal advocate.

In addition to advocating for change, NWAC used our social media platforms to celebrate the strength and resiliency of Indigenous women, girls, and 2SLGBTQQIA+ people. Through stories in the news as well as our own inspiring stories, published through our e-zine, *Kci-Niwesq*, we engaged with many people.

## Our Impact

Throughout the year, we had **5,700 NEW FOLLOWERS** with a reach of over **2 MILLION AND OVER 93,000 FACEBOOK PAGE VISITS**. With the recent launch of our **INSTAGRAM** account, NWAC saw over **2,400 NEW FOLLOWERS, 18,367 PAGE VISITS, AND A REACH OF 351,908**. Our **TWITTER ACCOUNT** had over **3.2 MILLION TWEET** impressions, more than **3,000 MENTIONS**, and over **3,800 NEW FOLLOWERS**.

## FAST FACTS

- 🌸 Between all social media platforms, we saw a post reach of over 5.5 million.
- 🌸 We garnered over 10,000 new followers across all our social media platforms.





# SECTION



## FINANCIALS

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NATIVE WOMEN'S  
ASSOCIATION OF CANADA

48TH ANNUAL GENERAL ASSEMBLY

## SECTION 10

## FINANCIALS

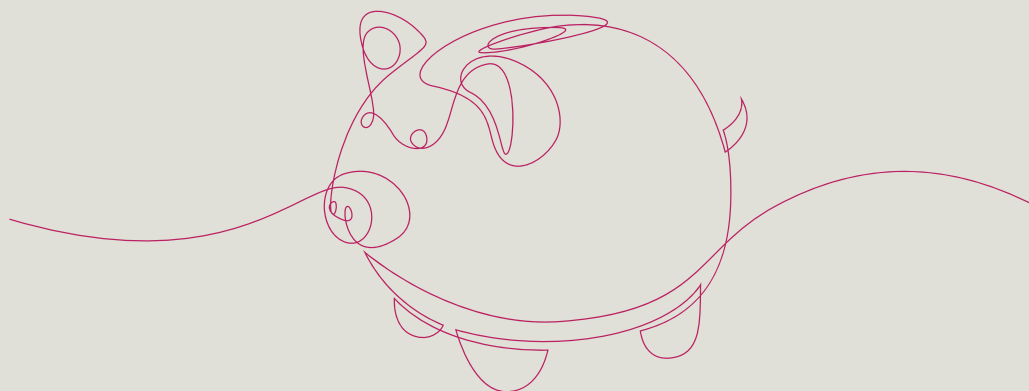
The Native Women's Association of Canada reported a surplus of **\$196,185** for the year ended March 31, 2022. The portfolio of projects this past year is consistent with the previous year in both scope and funding.

NWAC's continued success working with many federal government departments has enabled us to work in all our program delivery areas. The stability in project funding is a result of our ability to successfully deliver on our mission to advocate for and inspire women and families of many Indigenous nations. The teams that develop the proposals and implement the projects are highly dedicated to our mission. Their efforts have had a significant impact on NWAC's growth. At a time when not-for-profit organizations have struggled, NWAC has done very well and developed a much wider reach through our online workshops and activities.

In the past year, NWAC continued to attract many donors, who contributed over **\$738,000**. This is more than double from the previous year. The generous donations from friends of NWAC has meant we were able to work beyond the constraints of our program and project funding.

In the coming year, we will be working hard to further diversify our funding sources. Our goal is to become more self-sufficient and better positioned to deliver on our mission and mandate.

As of March 31, 2021, NWAC had net assets in excess of **\$3 MILLION** and current assets of **\$5.5 MILLION**, including cash and short-term investments of **\$1.5 MILLION**.





# SECTION



**PTMA's**

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**IN SOLIDARITY**  
A REPORT ON NWAC'S WORK WITH  
AND FOR PTMA'S



**NATIVE WOMEN'S  
ASSOCIATION OF CANADA**

48TH ANNUAL GENERAL ASSEMBLY

## SECTION 11

## PTMA'S - IN SOLIDARITY

## A REPORT ON NWAC'S WORK WITH AND FOR PTMA'S

## BACKGROUND

The Native Women's Association (NWAC) is a national Indigenous organization representing the political voice of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people in Canada. NWAC's work is grounded in advocacy, education, training support, research, and policy which help to advance the well-being and equality of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people. NWAC was founded on the collective goal to promote and enhance the social, economic, cultural and political well-being of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people within their own communities and throughout Canada. To accomplish these goals successfully, NWAC works closely with Provincial and Territorial Member Associations (PTMAs) who serve as the backbone of NWAC. PTMAs are regional grassroots organizations that provide services, supports, and advocacy to Indigenous women, girls and gender-diverse people in their provinces and territories. NWAC's voice continues to grow on the national stage, with the organizations crucial advocacy work being guided and informed by our PTMAs.

## FIVE YEAR OVERVIEW

NWAC currently works with 11 PTMAs across Canada to ensure the critical work at the core of our mandate meets the needs of grassroots Indigenous women, girls and 2SLGBTQQIA+ people. PTMAs play a vital role in ensuring NWAC's work remains informed by needs at the grassroots level; ultimately, providing better representation to Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people across Canada.

Over the last five years, NWAC has seen a tremendous amount of organizational growth. This growth has allowed the organization to attract more funding for advocacy projects and critical programs for Indigenous women, girls and gender-diverse people across Canada.. NWAC has also expanded across all provinces and territories through our work with PTMAs to further advocate for change on issues impacting Indigenous people.

Over the past 5 years NWAC has seen a 733% growth in employees since 2017, while also expanding our policy work to be represented in 13 federal departments. NWAC currently works on projects related to agriculture, heritage, health, Indigenous affairs, employment and social development, entrepreneurship, transportation, and the environment. Through collaboration with the Federal Government, NWAC has been able to sustain crucial program and policy work in all areas. Ultimately, this has provided the organization with more stable funding to deliver on its mission to advocate and inspire Indigenous women and families.



More recently, NWAC had seen a 700% increase in fundraising since 2020 that has further enabled the organization to work beyond the constraints of regular project and program funding. As a result, NWAC will be diversifying its funding model, with a goal of becoming more self-sufficient and better positioned to deliver on its mandate. This increase in funding will also allow the organization to enhance our partnerships with PTMAs. For NWAC, PTMAs are our significant partners to implement programs that help Indigenous women, girls and gender-diverse people in healing, learning, and building resiliency.

Working with PTMAs over the past three years, NWAC has purchased two properties which will host in-person and online Resiliency Lodge programs. Since opening the first Resiliency Lodge, NWAC has seen tremendous demand for these healing services with a great demand for the continuation of virtual Elder-led support services following COVID-19. In the coming years, NWAC hopes to open more Resiliency Lodges across Canada in collaboration with and support of PTMAs.

This year also saw the opening of NWAC's Social, Cultural and Economic Innovation Centre, which will operate as a hub for Indigenous resiliency, economic development, and prosperity. The building will be open to Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people while also providing gathering space with and for PTMAs.

## Grassroots Impact

Over the past 5 years, NWAC has made significant strides in working with grassroots organizations and groups to make a meaningful impact on Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people. Through programs, such as the Resiliency Lodge's virtual Elder-led programs and PTMA ISET programs, NWAC has been able to reach more Indigenous women at the grassroots level. For example, in July 2021 NWAC offered 15 workshops at the Chelsea Resiliency Lodge which saw more than 450 participants, while our virtual programming had over 12,000 Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people register for our Elder-led programs. These programs have a great impact on grassroots organizations as with our PTMAs and other grassroots organizations.

NWAC can ensure that these programs are specific to community needs. Similarly, the ISET program, which is delivered through PTMAs, has enabled critical grassroots development of Indigenous women in business.

With NWAC increasing internal fundraising measures, more grassroots programs and research work can be conducted with PTMAs. Through the diversification of NWAC's portfolio and working with a wider array of federal departments the organization be able to tackle more grassroots issues impacting Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people. This can further enhance NWAC's impact on grassroots to ultimately enable greater influx of revenue and funding will only improve access to significant healing programs for Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people in Canada.



## MISSING AND MURDERED INDIGENOUS WOMEN, GIRLS AND 2SLGBTQQIA+ PEOPLE

NWAC is at the forefront of advocating against the ongoing genocide of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people in Canada. In 2002, NWAC began lobbying the Federal Government to address the systemic violence against Indigenous women and girls. Through our work with PTMAs, NWAC can bring awareness to the genocide of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people. In collaboration with PTMAs, NWAC continues to support the families of Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ people (MMIWG2S) through honoured the Sisters in Spirit vigils and advocating for the human rights of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people.

An important aspect of NWAC's work with PTMAs is the implementation of the Resiliency Lodge model across Canada, to ensure Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people have access to safe, accessible, and culturally relevant healing. The Resiliency Lodge model is central to NWAC's response to the National Inquiry into MMIWG2S 231 Calls for Justice. The program provides vital Elder-led and culturally relevant healing programs for Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people. Each of NWAC's Resiliency Lodges operate in collaboration with PTMAs to ensure services reflect the community's needs.

Our Calls, Our Actions is NWAC's action plan on MMIWG2S. It was created in response to the lack of action by the Federal Government. In doing so, NWAC has proposed 66 concrete actions on MMIWG, and have tracked our progress throughout the first year of our plan's implementation. Through evaluation of Our Calls, Our Actions, NWAC has made progress on 58 of 66 actions, and NWAC will continue to address our action plan to end the violence and genocide of MMIWG2S.

A recent project with PTMA involvement is our work with Safe Passage and establishing an Indigenous Women's Safety Council for PTMAs to oversee and review ongoing work on MMIWG2S. NWAC developed the Safe Passage, an online platform that helps individuals and organizations learn about the crisis of MMIWG2S. Safe Passage monitors new and emerging cases of MMIWG2S across the country and can benefit from the input of PTMAs and social media engagements.

PTMA'S



## Grassroots Impact

1. 12,000 Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people partook in the Elder-led virtual workshops offered by the Resiliency Lodge.
2. The Social, Cultural and Economic Innovation Centre in Gatineau, QC, features art on MMIWG2S created by Indigenous women, girls, Two-Spirit, transgender and gender-diverse people.
3. NWAC has created several online resources to disseminate knowledge on MMIWG2S. Most notably is the Safe Passage website which conveys data on the genocide.
4. An Advisory Circle has been established to host engagement sessions on human trafficking; with four pilot sessions hosting 15 participants to receive feedback and develop the Resiliency Lodge program.
5. An Indigenous Women's Safety Council was established to ensure PTMA involvement and uplift grassroots perspectives on MMIWG2S.

## ECONOMIC DEVELOPMENT

NWAC also supports PTMAs to be equipped to run programs in their provinces and territories. An example of programs operated through PTMAs is the Indigenous Skills and Employment Training (ISET) program. Through ISET, PTMAs provide support to Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people seeking education and employment by providing them with access and support to training programs. Through agreements with Employment and Social Development Canada (ESDC) for tuition, living allowance, childcare, job starts and other resources, NWAC helps Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people reach their employment and business goals.

In August 2021, NWAC hosted a Budget 101 Training session with 6 PTMAs in attendance. The training sessions covered essential topics on how to successfully operate a not-for-profit organization. The topics included basic budget terminologies, administration cost, hiring staff, submitting budget plans to funders, building budgets, and monitoring actual results.

NWAC has previously hosted several Aboriginal Women's Business Entrepreneurship Network (AWBEN) conferences designed to build the skills of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people in business, management, and entrepreneurship. It has now expanded into the creation of an ongoing peer mentoring programs. NWAC created the #BeTheDrum initiative, which provides an entrepreneurial outreach and navigation program that connects a network of upcoming and established Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people in business. #BeTheDrum developed an Indigenous Women's Business Directory, which provides users with an interactive map of all the businesses owned by Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people across Canada.



## Grassroots Impact

1. In 2021-22, NWAC allocated \$1,942,692 to 10 PTMAs through the ISET program. The application for support through ESDC with the following PTMAs receiving funding:
  - ✿ Yukon Aboriginal Women's Council
  - ✿ Native Women's Association of the NWT
  - ✿ British Columbia Native Women's Association
  - ✿ The Alberta Institute for the Advancement of Aboriginal Women
  - ✿ Manitoba Moon Voices Inc
  - ✿ Ontario Keepers of the Circle
  - ✿ Newfoundland Native Women's Association
  - ✿ New Brunswick Indigenous Women's Association of the Wabanaki Territories
  - ✿ Nova Scotia Native Women's Association
  - ✿ Aboriginal Women's Association of Prince Edward Island
2. NWAC has launched an online platform for Indigenous entrepreneurs and a platform to establish an international trade network. NWAC has also created Artisanelle, an online store and an in-person boutique at the SCEIC, which offers products made and sold by Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people. Also, within the SCEIC is Cafe Bouleau, a cafe which offers Indigenous cuisine, artisanal coffee among other food items.
3. NWAC provides training and workshops to Canadians on Indigenous history and colonization to foster a safe work environment. NWAC has so far completed two Workplace Opportunities: Removing Barriers to Equity (WORBE) projects, and as a result now offers training sessions to Employers through the Business and Economic Development Unit.

## FUNDING, PROPOSALS AND LETTERS OF SUPPORT

### PTMA Core Funding

It is essential to fund PTMAs to be positioned appropriately to advocate and engage with Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people in their provinces and territories. This year, NWAC successfully negotiated additional core funding for PTMAs for two years. NWAC continues to provide support with proposal writing and letters of support to ensure PTMAs continue to build their capacity to support Indigenous women, girls and 2SLGBTQQIA+ people at the grassroots level.

### Indigenous Skills and Employment Training

NWAC signed a 10-year agreement on April 1, 2019, for the Indigenous Skills and Employment Training (ISET) program. In 2022, NWAC negotiated increased ISET funding.

The ISET program helps with training and education for labor market demand. It ensures that Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people are fully equipped with the knowledge and skills to participate in economic opportunities. As mentioned above, with the help of ESDC, NWAC can provide other support for qualifying applicants with tuition, living allowance, childcare, on-the-job training, and other support and resources. Through the support NWAC provides to our PTMAs and regional ISET coordinators, the PTMAs can ensure that the programs are consistent and that there is national coverage. In January 2021, the ISET coordinators met virtually for proposal writing training. In February 2021, financial training was held, and in March 2021, training on conflict resolution/lateral violence training was held. In addition, NWAC held one-on-one training for new coordinators from the following PTMAs, IAAW, SAWCC, MMVI, IWWT, NNWA, and AWAPEI.

In 2021-22, NWAC and the ISET coordinators helped X Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people access the labor market information, along with providing participants with faxes, computers and providing referrals for other agencies.



## Environmental Conservation and Climate Change Office (ECCCO)

In July 2021, NWAC put a call out to our PTMAs to address a research need for the Environmental Conservation and Climate Change Office (ECCCO) program. The four PTMAs selected to participate in the project include:

- ✿ Nunavut Inuit Women's Association
- ✿ Indigenous Women of the Wabini Territories
- ✿ Manitoba Moon Voices Inc.
- ✿ Ontario Keepers of the Circle.

The PTMAs were tasked with hosting three online engagement sessions consisting of 15 Indigenous women, girls, Two-Spirit, transgender, and gender-diverse participants. The engagement session covered the topics of climate change, conservations and biodiversity across each PTMAs respective province/territory. These engagements were used to share knowledge, stories, and best practices around environmental issues affecting Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people. Following the completion of the engagement sessions, the PTMAs produced a 10-page research paper on the key issues and findings. Finally, the project will culminate in the NWAC's newsletter publication, highlighting important factors from each report.



PTMA'S



## Proposals

### Approved

#### Pathways to Safe Indigenous Communities Initiative

NWAC outlined 66 costed actions in the *Action Plan*, two of which would be addressed through this project. The first is the establishment of an Indigenous Women's Safety Council to monitor and educate industries on safety issues. The second is advocacy for and action on creating an MMIWG alert system through the expansions of the Safe Passage platform. The Indigenous Women's Safety Council will inform the updates and expansion of the Safe Passage website. The Indigenous Women's Safety Council is made up of members of PTMAs to ensure grassroot-level engagements on issues pertaining to safety.

#### Budget (Indigenous Women's Safety Council): \$181,000

##### Indigenous Justice Strategy Engagement

The Indigenous Justice Strategy Engagement will gather the perspective and recommendations of First Nations, Metis, and Inuit women, gender-diverse people, Elders, seniors, Knowledge Keepers, youth, and service providers for the development of the Indigenous Justice Strategy. It will also guide how the justice system addresses systemic discrimination and the overrepresentation of Indigenous people in the justice system. Through this project, NWAC will employ targeted activities for inclusive and in-depth participation when collecting detailed, qualitative and quantitative information about Indigenous communities' experiences with the justice system. The project will also collect experiential information to better understand the needs of Indigenous communities and their recommendations for reform. The project will produce a national survey, a series of engagement sessions in rural and urban settings, and a final report on findings and recommendations. PTMAs will be involved in delivering this project to ensure representation from their grassroots membership.

#### Budget: \$300,000.00 (Indigenous Women's Safety Council)

##### Indigenous women, Two-Spirit, Transgender, and Gender-diverse Apprenticeships with SME

The apprenticeship project will support Small and Medium-sized Enterprises (SME) across Canada in hiring a minimum of 2,500 participants who experience gender-based discrimination, as first-year Red Seal apprentices. This project will increase awareness and interest in apprenticeships, increase participation of SMEs in apprenticeship programs, and create employment opportunities for Indigenous women, Two-Spirit, and gender-diverse people.



**Budget: \$53 million****Grassroots Perspective on Extractive and Development Industries**

This project aims to get perspectives from Indigenous women and gender-diverse people on the extractive and development industries. The perspectives of Indigenous women and gender-diverse people is critical to encouraging members of the extractive and development industries to act and help end the ongoing genocide of MMIWG2S. NWAC will host four engagements between September 2022-November 2022 in collaboration with the PTMAs. A final report will be produced and shared with regional PTMAs.

**Budget: \$147,840.00****Pending Proposals****PTMA Liaisons: Grassroots Partnership and Capacity Building**

Gender-based violence (GBV) against Indigenous women, girls, and gender-diverse people is distinct due to the intersectionality of location, race, and gender. Through this project, NWAC will build capacity initiatives that support grassroots Provincial and Territorial Member Associations. The support from this grant will help to create two PTMA Liaison positions at NWAC, for the purpose of supporting work and the capacity of PTMA organizations. Having a dedicated liaison team would allow NWAC to further support and address the distinct regional needs of each partner organization in their individualized work on GBV.

**Funding Requested: \$750,000****Consultation and Policy Development for 2021-22 and for 2022-23**

The 2019 Accord between the Government of Canada and NWAC includes agreements to jointly establish, review, and discuss progress on policy priorities. This project will allow NWAC to undertake greater community outreach, communications, and collaboration with the PTMAs to inform those participating in these policy discussions. Additionally, NWAC and its PTMAs will develop a "Good Governance and Effective Institutions Guide", while continuing to advance the rights of Indigenous women, resulting in better, more effective, policies and programs that are easier to implement and respond to community needs.

**Funding Requested: \$1,300,000****Skills for Success Program: Training and Tools Stream**

This project will empower the economic resiliency of Indigenous women and 2SLGBTQQIA+ people. NWAC will design and implement four training programs: Indigenous Chef Training Program, Indigenous Women's Artisan Academy, a Basic Business Skills Training Program, and an Information Technology Skills Training Program. These programs will be designed based



on the feedback and engagements held with employers and PTMAs to ensure Indigenous women and 2SLGBTQIA+ people at the grassroots levels can access the programs.

## **Funding Requested: \$ 3,938,755**

### **Addressing Racism and Discrimination in Canada's Health System Programs**

This is a two-year project, which will investigate racism in Canada's health care system and increase knowledge on culturally safe and inclusive healthcare. The project will be completed in two phases. In phase one, NWAC will investigate the historical and contemporary experiences of Indigenous women, girls, and gender-diverse people in navigating health care in Canada. Phase two will build on phase one by offering training based on the anti-racism/best practices toolkit developed in phase one. Through PTMAs, NWAC will host engagement sessions to gain feedback and perspective from Indigenous women, girls, and gender-diverse people. The PTMAs will help ensure the different regional perspective of the Indigenous women are heard and that their needs are met.

## **Funding requested: \$596,104**

### **New Resiliency Lodge Proposals**

In December 2021, NWAC submitted five proposals to expand the Resiliency Lodge program in collaboration with PTMAs through the Cultural Spaces in Indigenous Communities funding call-out. The table below represents funding requests to develop lodges in collaboration with PTMAs:

Resiliency Lodge	Budget Requested
Prince Edward Island Resiliency Lodge	\$2,499,500.00
Saskatchewan Indigenous Women's Resiliency Lodge	\$2,077,000.00
Yukon Indigenous Women's Resiliency Lodge	\$3,172,150.00
Quebec Agricultural Resiliency Lodge	\$2,581,100.00
Wabanaki Culture Centre	\$1,807,000.00



## Letters of Support

Through letters of support, NWAC can help increase the capacity of PTMAs in supporting Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people at the grassroots level. In 2021-22, NWAC had the opportunity to support PTMAs through several letters of support. These letters are often attached to essential funding opportunities for our grassroots partners to develop critical programs and participate in policy research. Over the previous fiscal year, NWAC provided letters of support for the Indigenous Women of the Wabnaki Territories and a letter of support for the Yukon Aboriginal Women's Council for a Resiliency Lodge feasibility study proposal. In April 2022, NWAC supported Aboriginal Women's Association of Prince Edward Island in developing a proposal for WAGE's funding call-out to increase their capacity and Nunavut Inuit Women's Association in a Capacity Building proposal.

### *Grassroots Impact*

1. In 2021-22, NWAC provided \$1,405,739 to PTMAs through Core Funding
2. In 2021-22, NWAC allocated \$1,942,692 to 10 PTMAs through the ISET program
3. In 2021-22, NWAC allocated \$100,000 to four PTMAs through our Environmental Conservation and Climate Change Office (ECCCO)
4. NWAC has negotiated increased ISET funding for PTMAs and secured an additional two years of Core Funding for PTMAs
5. NWAC assisted in the development of proposals submitted by PTMAs, including capacity building proposals for AWAPEI and NIWA, a proposal for agricultural programming at the Wabanaki Resiliency Lodge, and a successful multi-year proposal for Keepers of the Circle
6. NWAC submitted five proposals that are currently pending approval or rejection through CIRNA's "Cultural Spaces in Indigenous Communities Program" to develop the:
  - Quebec Agricultural Resiliency Lodge
  - PEI Indigenous Women's Resiliency Lodge
  - Saskatchewan Indigenous Women's Resiliency Lodge
  - Yukon Indigenous Women's Resiliency Lodge
  - Wabanaki Cultural Centre
7. NWAC has submitted a high volume of proposals in recent months, with over \$40M in pending proposals waiting to be approved or declined. A number of these seek to engage PTMAs, build PTMA Capacity and/or provide funding to PTMAs. This includes proposals that seek to fund:



- a. The establishment of an Indigenous Women's Safety Council made up of members from our PTMAs. **Status: Approved**
- b. Capacity building through the creation of PTMA Liaison Positions to provide support PTMAs, including with proposal writing. **Status: Pending**
- c. Support for workforce planning and work placements for PTMAs through the Community Workforce Development Program. **Status: In Development (for submission by June 27<sup>th</sup>, 2022)**

## ADVOCACY

As a National Indigenous Organization, NWAC represents and advocates for Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people in Canada on issues related to their social, economic, cultural, and political well-being. NWAC actively engages with PTMAs to raise awareness on issues impacting Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people in Canada. PTMAs are central in developing and establishing crucial healing programs through the Resiliency Lodge model. Using social media platforms, such as Facebook and Twitter, NWAC can better advocate and ensure the voices of Indigenous women, girls, and gender-diverse people are heard.

In February 2021, NWAC released its first issue of Kci-Niwesq, an electronic magazine showcasing the different projects and programs NWAC has undertaken. The magazine also highlights the accomplishments and concerns of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people in Canada. As of May 2022, there have been 11 issues of Kci-Niwesq, including 19 stories highlighting the work conducted by grassroots organizations. Issues of the e-magazine have focused on Youth, the Federal Election, Women of the North, and the *Indian Act*.

In August 2021, NWAC launched a campaign called Get-Out-The-Vote to encourage Indigenous women and gender-diverse people to vote in the most recent Federal Election. In Canada, Indigenous women are currently under-represented in voter turnout despite being the fastest growing population. Our campaign included:

- ✿ a comprehensive Voter's Guide,
- ✿ a series of workshops on the importance of voting
- ✿ analysis and scorecard on each federal party's position on issues impacting Indigenous women and 2SLGBTQIA+ people



## Grassroots Impact

NWAC has a pivotal role in working with grassroots organizations to advocate for Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people. Working with PTMAs, we can better convey regional issues and advocate for more appropriate community-based solutions. Recent impacts on grassroot organizations include:

1. Between April 2021 and March 2022, NWAC made over 5.5 million impressions on social media. These impressions provide NWAC with a significant opportunity to advocate for issues impacting Indigenous women, girls, and gender-diverse people while also providing us with a space to share important grassroots movements.
2. The establishment of the Indigenous Women's Safety Council at NWAC, made up of members of PTMAs, to monitor NWAC's progress and provide significant input on policy.
3. During our Get-Out-The-Vote Campaign, NWAC sent out approximately 1100 Voter Guides to PTMAs and other organizations for distribution before the Federal Election.
4. Provided PTMAs with a draft copy of Crown Indigenous Relations and Northern Affairs (CIRNA) "Roadmap to the Implementation of the Federal Pathway" to provide grassroot organizations the opportunity to contribute to critical national policy.

## INTERNATIONAL

NWAC is represented at the United Nations (UN) where we ensure that Indigenous voices in Canada are heard globally. Previously, NWAC has attended meetings including:

- ✿ The UN Commission on the Status of Women
- ✿ The UN Permanent Forum on Indigenous Issues
- ✿ And the UN Expert Mechanism on the Rights of Indigenous Peoples

Overall, these initiatives seek to connect our domestic advocacy on the international stage to promote awareness, build communities, and ensure accountability on Indigenous issues in Canada. In NWAC's scorecard, we highlighted a recent submission to the UN Committee on the Rights of a Child and consultation with the UN Special Rapporteur on the Freedom of Religious Beliefs. NWAC has also submitted claims to the Organization of American States, to request international intervention on issues of MMIWG2S.

In March 2021, NWAC hosted its first Summit of Americas on Violence Against Indigenous Women, which brought together Indigenous leaders from across the Americas to engage



in an international discussion on MMIWG2S. The Summit's main goal was to create an action-oriented document on COVID-19 and Indigenous women, best practices for ending violence, the importance of traditional healing, and more. At the Summit, NWAC hosted speakers including Luis Almagro (Secretary General of the OAS) and Marion Buller (former chair of Canada's National Inquiry into MMIWG). Several PTMAs participated in this critical international advocacy opportunity.

### Grassroots Impact

NWAC has played an important role in working with PTMAs internationally. Through working with PTMAs, NWAC can ensure our advocacy remains consistent and accurately reflects the regional needs of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people. Impacts on grassroots organizations include:

1. Lisa Weber (President of IAAW) spoke at NWAC's Summit of the Americas (March 2021)
2. Madeline Redfern (President of NIWA) attended the Bonn Climate Change Conference in Germany (June 2022).
3. Attendance at the 2022 Summit of America's in Los Angeles (June 2022).
  - a. Attended by Lisa Smith (NWAC) and Lynn Kenoras-Duckchief (BCNWA)
4. Joined the Indigenous Women's Entrepreneurs and Businesswomen's Network of the Americas, alongside the UN Women and the World Indigenous Business Network, to leverage our position and bring local Indigenous businesses to the National level. Local Indigenous women entrepreneurs from across all PTMAs can now connect to the global market.





## ACTIVITIES WITH EACH PTMA

PTMA	ACTIVITIES
<b>Nova Scotia Native Women's Association</b>	<p><b>April-September 2021:</b> Provided PTMA liaison communication and ISET support</p> <p><b>August 16, 2021:</b> Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISET Coordinators</p> <p><b>September 2021:</b> Provided 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election</p> <p><b>Fall 2021/Winter 2022:</b> Communications webinar for all PTMAs</p> <p><b>March 2022:</b> Negotiated an additional two years of core funding</p> <p><b>March 27, 2022:</b> Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback</p> <p><b>Ongoing:</b> Funding provided through the Indigenous Skills &amp; Employment Training (ISET) program and negotiated increased funding in 2022-23</p> <p><b>Ongoing:</b> NWAC CEO regular update meetings with PTMA EDs</p>
<b>Aboriginal Women's Association of Prince Edward Island (AWAPEI)</b>	<p><b>April-September 2021:</b> Provided PTMA liaison communication support</p> <p><b>August 16, 2021:</b> Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISET Coordinators</p> <p><b>September 2021:</b> Provided 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election</p> <p><b>Fall 2021/Winter 2022:</b> Communications webinar for all PTMAs</p> <p><b>November 26, 2021:</b> Hosted President Matilda Ramjattan at the Chelsea Resiliency Lodge</p> <p><b>December 1, 2021:</b> Submitted funding proposal to establish a PEI Resiliency Lodge</p> <p><b>March 2022:</b> Negotiated an additional two years of core funding</p> <p><b>March 10, 2022:</b> Supported AWAPEI to develop a \$500,000 funding proposal to WAGE through the "Increasing Capacity for Indigenous Women and 2SLGBTQQIA Organizations" call-out</p> <p><b>March 27, 2022:</b> Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback</p> <p><b>Ongoing:</b> Funding provided through ISET program and negotiated increased funding in 2022-23</p> <p><b>Ongoing:</b> NWAC CEO regular update meetings with PTMA EDs</p>



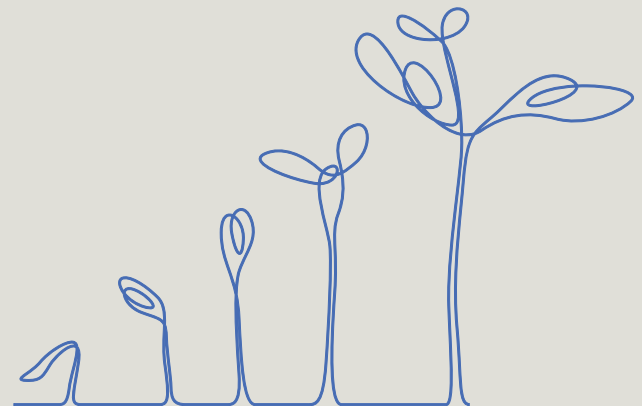
PTMA	ACTIVITIES
<p><b>Indigenous Women of the Wabanaki Territories (New Brunswick) (IWWT)</b></p>	<p><b>April-September 2021:</b> Provided PTMA liaison communication and ISET support</p> <p><b>August 16, 2021:</b> Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISETs Coordinators</p> <p><b>September 2021:</b> Provided 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election</p> <p><b>Fall 2021:</b> Indigenous Women in Management Program for PTMAs</p> <p><b>Fall 2021:</b> Provided letter of support for PTMA proposal</p> <p><b>Fall 2021/Winter 2022:</b> Communications webinar for all PTMAs</p> <p><b>November 26, 2021:</b> Hosted President Brandy Stanovich at the Chelsea Resiliency Lodge</p> <p><b>December 1, 2021:</b> Submitted funding proposal to establish a Wabanaki Cultural Centre</p> <p><b>January 21, 2022:</b> Worked with the PTMA to amplify the missing care of Erin Brooks on NWAC social media</p> <p><b>January 21, 2022:</b> Submitted funding proposal to establish a Medicine Lodge at the Wabanaki Resiliency Lodge in support of agricultural programming</p> <p><b>March 2022:</b> Negotiated an additional two years of core funding</p> <p><b>March 27, 2022:</b> Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback</p> <p><b>Ongoing:</b> Funding provided through ISET program and negotiated increased funding in 2022-23</p> <p><b>Ongoing:</b> Funding provided through ECCCO project to discuss climate change, conservation and biodiversity</p> <p><b>Ongoing:</b> NWAC CEO regular update meetings with PTMA EDs</p>
<p><b>Newfoundland Native Women's Association (NNWA)</b></p>	<p><b>April-September 2021:</b> Provided PTMA liaison communication and ISET support</p> <p><b>August 16, 2021:</b> Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISETs Coordinators</p> <p><b>September 2021:</b> Provided 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election</p> <p><b>Fall 2021:</b> Indigenous Women in Management Program for PTMAs</p> <p><b>Fall 2021/Winter 2022:</b> Communications webinar for all PTMAs</p> <p><b>March 2022:</b> Negotiated an additional two years of core funding</p> <p><b>March 27, 2022:</b> Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback</p> <p><b>Ongoing:</b> Funding provided through ISET program and negotiated increased funding in 2022-23</p>



PTMA	ACTIVITIES
<b>Amautiit Nunavut Inuit Women's Association (NIWA)</b>	<p><b>April-September 2021:</b> Provided PTMA liaison communication and ISET support</p> <p><b>August 16, 2021:</b> Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISETs Coordinators</p> <p><b>September 2021:</b> Provided 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election</p> <p><b>Fall 2021/Winter 2022:</b> Communications webinar for all PTMAs</p> <p><b>March 2022:</b> Negotiated an additional two years of core funding</p> <p><b>March 27, 2022:</b> Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback</p> <p><b>June 2022:</b> President Madeleine Redfern attended the Bonn Climate Change Conference in Germany on behalf of NWAC</p> <p><b>June 15, 2022:</b> Wrote capacity building proposal for NIWA</p> <p><b>Ongoing:</b> Invitation to visit the Chelsea Resiliency Lodge has been extended to NIWA President</p> <p><b>Ongoing:</b> Funding provided through ECCCO project to discuss climate change, conservation and biodiversity</p> <p><b>Ongoing:</b> NWAC CEO regular update meetings with PTMA ED</p>
<b>Keepers of the Circle (Ontario) (KOTC)</b>	<p><b>April-September 2021:</b> Provided PTMA liaison communication and ISET support</p> <p><b>August 16, 2021:</b> Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISETs Coordinators</p> <p><b>September 2021:</b> Provided 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election</p> <p><b>Fall 2021/Winter 2022:</b> Communications webinar for all PTMAs</p> <p><b>December 9, 2022:</b> Hosted Executive Director Arlene Hache at the Chelsea Resiliency Lodge</p> <p><b>March 2022:</b> Negotiated an additional two years of core funding</p> <p><b>March 27, 2022:</b> Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback</p> <p><b>Ongoing:</b> Funding provided through ISETS program and negotiated increased funding in 2022-23</p> <p><b>Ongoing:</b> Funding provided through ECCCO project to discuss climate change, conservation and biodiversity</p> <p><b>Ongoing:</b> NWAC CEO regular update meetings with PTMA EDs</p>



PTMA	ACTIVITIES
<b>Native Women's Association of the Northwest Territories (NWANWT)</b>	<p><b>April-September 2021:</b> Provided PTMA liaison communication and ISET support</p> <p><b>August 16, 2021:</b> Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISETs Coordinators</p> <p><b>September 2021:</b> Provided 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election</p> <p><b>Fall 2021/Winter 2022:</b> Communications webinar for all PTMAs</p> <p><b>March 2022:</b> Negotiated an additional two years of core funding</p> <p><b>March 27, 2022:</b> Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback</p> <p><b>Ongoing:</b> Funding provided through ISET program and negotiated increased funding in 2022-23</p> <p><b>Ongoing:</b> Invitation to visit the Chelsea Resiliency Lodge has been extended to NWANWT President</p> <p><b>Ongoing:</b> NWAC CEO regular update meetings with PTMA EDs</p>
<b>Manitoba Moon Voices Inc. (MMVI)</b>	<p><b>April-September 2021:</b> Provided PTMA liaison communication and ISET support</p> <p><b>August 16, 2021:</b> Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISETs Coordinators</p> <p><b>September 2021:</b> Sent 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election</p> <p><b>Fall 2021:</b> Provided support for the development of the MMVI 2S Educational Workshop Series</p> <p><b>Fall 2021/Winter 2022:</b> Communications webinar for all PTMAs</p> <p><b>March 2022:</b> Negotiated increased an additional two years of core funding</p> <p><b>March 27, 2022:</b> Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback</p> <p><b>Ongoing:</b> Funding provided through ISETS program and negotiated increased funding in 2022-23</p> <p><b>Ongoing:</b> Funding provided through ECCCO project to discuss climate change, conservation and biodiversity</p> <p><b>Ongoing:</b> NWAC CEO regular update meetings with PTMA ED</p>



PTMA	ACTIVITIES
<b>Institute for the Advancement of Aboriginal Women (Alberta) (IAAW)</b>	<p><b>April-September 2021:</b> Provided PTMA liaison communication and ISET support</p> <p><b>March 29-30, 2021:</b> President Lisa Weber spoke at NWAC's Summit of the Americas on Violence Against Indigenous Women and Girls</p> <p><b>August 16, 2021:</b> Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISETs Coordinators</p> <p><b>September 2021:</b> Provided 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election</p> <p><b>Fall 2021/Winter 2022:</b> Communications webinar for all PTMAs</p> <p><b>March 2022:</b> Negotiated an additional two years of core funding</p> <p><b>March 27, 2022:</b> Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback</p> <p><b>Ongoing:</b> Funding provided through ISET program and negotiated increased funding in 2022-23</p> <p><b>Ongoing:</b> Invitation to IAAW extended to visit the Chelsea Resiliency Lodge</p> <p><b>Ongoing:</b> NWAC CEO regular update meetings with PTMA EDs</p>
<b>Yukon Aboriginal Women's Council (YAWC)</b>	<p><b>April-September 2021:</b> Provided PTMA liaison communication and ISET support</p> <p><b>August 16, 2021:</b> Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISETs Coordinators</p> <p><b>August 17, 2021:</b> Wrote support letter for a YAWC's MMIWG2S commemoration event funding proposal</p> <p><b>September 2021:</b> Sent 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election</p> <p><b>Fall 2021/Winter 2022:</b> Communications webinar for all PTMAs</p> <p><b>October 2021:</b> Wrote support letter for YAWC's proposal for Office Expansion</p> <p><b>December 1, 2022:</b> Submitted proposal, in consultation with PTMA, to establish a Yukon Resiliency Lodge</p> <p><b>January 11, 2022:</b> Amplified the news story of Yukon survey which found Indigenous women fear for their safety when accessing taxis on request of YAWC</p> <p><b>January 13, 2022:</b> Provided support letter for YAWC's funding proposal for a Resiliency Lodge feasibility study</p> <p><b>March 2022:</b> Negotiated additional two years of core funding</p> <p><b>March 27, 2022:</b> Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback</p> <p><b>May 13, 2022:</b> Amplified the case of Chelsea Poorman at the request of PTMA</p> <p><b>May 16, 2022:</b> Published press release on Chelsea Poorman case</p> <p><b>Ongoing:</b> Funding provided through ISET program and increased funding in 2022-23</p> <p><b>Ongoing:</b> Invitation to President Terri Szabo to visit the Chelsea Resiliency Lodge extended</p> <p><b>Ongoing:</b> NWAC CEO regular update meetings with PTMA EDs</p>



PTMA

ACTIVITIES

**British  
Columbia  
Native Women's  
Association  
(BCNWA)**

**April-September 2021:** Provided PTMA liaison communication and ISET support

**August 16, 2021:** Budget 101 presentation held by CFO Alan McRae for PTMA Presidents, Executive Directors, and ISETs Coordinators

**September 2021:** Provided 100 of NWAC's Voter's Guide to the PTMA ahead of the Federal election

**Fall 2021/Winter 2022:** Communications webinar for all PTMAs

**December 9, 2022:** Hosted Vice President Lynn Kenoras-Duckchief at the Chelsea Resiliency Lodge

**March 2022:** Negotiated an additional two years of core funding

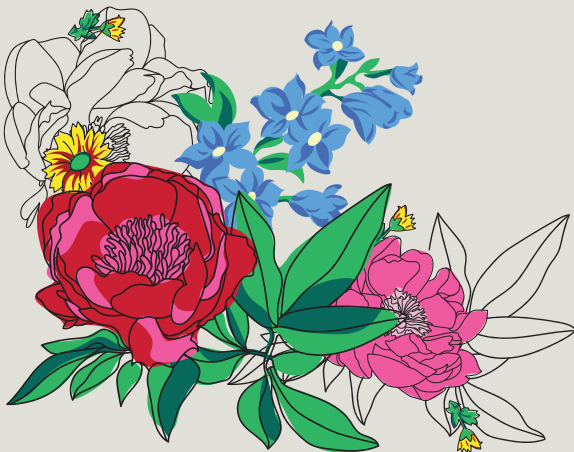
**March 27, 2022:** Provided draft copy of CIRNA "Roadmap to the Implementation of the Federal Pathway" to review and provide feedback

**June 6, 2022:** Vice President Lynn Kenoras-Duckchief attended the OAS Summit of the Americas in Los Angeles with NWAC

**Ongoing:** Funding provided through ISET program and negotiated increased funding in 2022-23

**Ongoing:** NWAC CEO regular update meetings with PTMA EDs

PTMA'S





# Solidarity.

2021 . 2022  
ANNUAL REPORT



Native Women's Association of Canada  
L'Association des femmes autochtones du Canada