

Government of Alberta's Closing Submission

Submitted to The National Inquiry into Missing and Murdered
Indigenous Women and Girls

Alberta 

Table of Contents

- Table of Contents1**
- Executive Summary2**
- Introduction4**
- Valuing Indigenous Women’s Voices6**
- Addressing Root Causes9**
- Reconciling Our History and its Impact on Indigenous Peoples10**
- Child Intervention13**
- Justice System19**
- Anti-violence and Survivor Supports22**
- Transportation26**
- Economic Security27**
- Anti-Racism, Diversity and Inclusion30**
- Health and Wellness31**
- Conclusion33**

Executive Summary

Background and Context

1. There have long been calls for an inquiry into missing and murdered Indigenous women and girls in Canada. The Government of Alberta supports the National Inquiry into Missing and Murdered Indigenous Women and Girls and recognizes how critically important it is. We acknowledge the women, families, organizations and communities that have been at the forefront of work to address and end violence against Indigenous women and girls. We join with them, in the spirit of reconciliation, in their healing, and in working toward solutions in areas such as child intervention, education and the justice system. We are thankful to the families, survivors, experts, Knowledge Keepers and others for their courage and strength in sharing their truths.

Addressing Root Causes

2. Alberta is committed to building a province where Indigenous women and girls feel safe and valued. The Government of Alberta will do so by addressing violence against Indigenous women and girls, and its root causes. Working closely with Indigenous women, governments, communities and organizations, Alberta has recently taken a number of actions to address this violence and its root causes, including:
 - Issuing formal apologies for the provincial government's role in the intergenerational trauma caused by residential schools and the Sixties Scoop;
 - Engaging with Indigenous women directly on ways to improve their lives and those of their families;

- Implementing mandatory Indigenous cultural awareness training for the Alberta Public Service;
- Developing mandatory Kindergarten to Grade 12 curriculum to reflect Indigenous historical and contemporary contributions to Canada and raise awareness of the legacy of residential schools;
- Supporting affordable housing for Indigenous peoples;
- Strengthening the child intervention system to better protect children and youth, and support families;
- Supporting culturally relevant parenting programs for Indigenous families to reduce the involvement of Indigenous families with child intervention and to decrease family violence;
- Providing additional funding to sexual assault centres and agencies to increase access to counselling and crisis supports;
- Providing culturally appropriate and accessible victims services;
- Increasing funding for women’s emergency shelters;
- Supporting Indigenous education and training programs; and
- Taking action against racism in Alberta.

The Path Forward

3. Violence against Indigenous women and girls is a serious issue that impacts all Albertans. The Government of Alberta remains committed to working with Indigenous women and other partners to continue to develop local solutions so that Indigenous women and girls in Alberta see a future for themselves that is safe and fulfilling.

Introduction

4. The Government of Alberta (GoA) supports the National Inquiry into Missing and Murdered Indigenous Women and Girls (National Inquiry) and recognizes how critically important it is. We acknowledge the women, families, and communities that have been at the forefront of work to address and end violence against Indigenous women and girls, and we join them, in the spirit of reconciliation, in working toward solutions and healing.

5. Root causes such as colonialism, racism, and sexism have contributed to a country where Indigenous women are disproportionately affected by violence.¹ According to a 2014 RCMP report, Indigenous women make up only four per cent of the population but make up 16 per cent of all murdered women on record.² This reality is even starker in the Western provinces, where the number of missing and murdered Indigenous women is higher.³ Alberta's homicide rate for Indigenous women was more than seven times that of non-Indigenous women between 2001 and 2015.⁴ The RCMP report notes that “[w]hile this matter is without question a policing concern, it is also a much broader societal challenge”.⁵ The GoA recognizes that solutions mean addressing violence against Indigenous women and girls, as well as the root causes that lead to this violence.

6. There have long been calls for an inquiry into missing and murdered Indigenous women and girls in Canada. On June 22, 2015, Premier Notley joined the calls and

announced the GoA's support for a national inquiry, declaring:

“With full conviction, we lend our voice and our conscience to doing right by the women, their families and their communities.”⁶

7. In August 2016, the GoA hosted a family gathering for loved ones of missing and murdered Indigenous women and girls.⁷ The event provided an opportunity for families and loved ones to share their stories and learn about the scope of the National Inquiry's terms of reference from a federal government representative.
8. In September 2016, the GoA passed an Order in Council adopting the federal terms of reference for the National Inquiry and appointing the same commissioners. This provided the commission the authority to examine areas of provincial jurisdiction, such as child intervention, education, and the justice system.
9. The GoA attended the Part I, II and III hearings as a party with standing and heard from families, survivors, experts, Knowledge Keepers and others.
10. This submission focuses on the GoA's work relevant to the National Inquiry's mandate since 2015, with some references to pre-existing programs. The GoA understands that a significant amount of work remains to be done to address the issue of missing and murdered Indigenous women and girls, and that this work must be informed by the voices of Indigenous women. The GoA looks forward to receiving

the final recommendations from the National Inquiry and to continuing to work with Indigenous women, communities and other partners following its conclusion.

Valuing Indigenous Women's Voices

11. Alberta is committed to building a province where Indigenous women and girls feel safe and truly valued. The GoA recognizes this cannot be accomplished without listening to the voices of Indigenous women themselves. As a starting point, the GoA works in partnership with Indigenous women, governments, communities, organizations and other partners to develop local solutions that promote and enhance the safety and well-being of Indigenous women and girls. The GoA supports diverse initiatives to promote social and economic opportunities for Indigenous women, and supports campaigns and programs aimed at violence prevention and safety promotion.⁸

12. The GoA established the Ministry of Status of Women in 2015 to advance gender equality for all women and girls in the province by improving economic security, preventing and addressing gender-based violence, and increasing women's leadership and democratic participation.⁹

13. The GoA participated in the 2015 and 2016 National Roundtables on Missing and Murdered Indigenous Women and Girls along with federal, provincial and territorial Ministers and leaders of the National Indigenous Organizations. One of the priorities identified for action was to "support new and existing Indigenous women's councils

and/or organizations... to strengthen their ability to provide advice and guidance to governments on improving Indigenous women's economic security, including safety and ending violence."¹⁰ As a result, the GoA began providing \$100,000 in annual core funding to the Institute for the Advancement of Aboriginal Women (IAAW). This annual funding supports the IAAW's capacity to continue as a strong community partner working to improve the lives of Indigenous women in Alberta.¹¹

14. The IAAW established the Indigenous Women's Engagement Committee, which the GoA worked with to engage Indigenous women on subjects such as the United Nations Declaration on the Rights of Indigenous Peoples, racism, and safe and affordable housing.¹²
15. In recognition of the contributions of an exemplary Indigenous woman who has made significant contributions to Alberta society, the GoA named a provincial government building after Muriel Stanley Venne, the president and founder of the IAAW and a longtime human rights advocate.¹³
16. The First Nations and Métis Women's Councils on Economic Security were established in 2013 to provide government with advice and recommendations on ways to improve socio-economic outcomes for Indigenous women and their families.¹⁴ The councils provide a unique viewpoint that benefits government ministries in better understanding the challenges and barriers facing Indigenous women and their families and the strategies to address them.¹⁵

17. In 2014, the First Nations Women’s Council on Economic Security recommended the GoA support initiatives that engage men and boys as part of the solution in ending violence against Indigenous women, and that government endorse the Moose Hide Campaign, a grassroots movement of Indigenous and non-Indigenous men and boys who are standing up against violence towards women and children.¹⁶ As a result, the GoA partners with the Alberta Native Friendship Centres Association (ANFCA) to support the Moose Hide Campaign.
18. The GoA also supports the ANFCA’s I Am a Kind Man (Néya Napew Na Muton) program, which offers men a safe place to begin to understand their roles and responsibilities toward ending violence.
19. In 2016, the GoA increased its core funding to the ANFCA to \$894,000.¹⁷ The ANFCA supports active member Friendship Centres who, through program and service delivery, engage with and improve the quality of life for urban Indigenous women and girls.¹⁸ The ANFCA also leads a Provincial Women’s Initiative that focuses on addressing systemic barriers that impact Indigenous women’s emotional, mental, physical, and spiritual wellbeing.¹⁹
20. The GoA is also working to increase representation by Indigenous women on Alberta’s agencies, boards and commissions. Achieving gender parity for these groups is also important.²⁰ As part of its work to achieve a recruitment process that will help make sure that public agencies better reflect the province’s diversity, the GoA launched an online recruitment website to make it easier for Albertans to apply.

Addressing Root Causes

21. On June 2, 2015, the Truth and Reconciliation Commission of Canada (TRC) released its final report. Among its many important findings and recommendations, the report highlights the need to address the root causes that lead to violence against Indigenous women and girls. It spoke to the link between the large number of missing and murdered Indigenous women and the many harmful background factors in their lives, including the overrepresentation of Indigenous children in child intervention systems, violence, racism, poverty, poor education opportunities and health challenges in Indigenous communities, and lack of supports for Indigenous people in cities.²¹
22. The root causes identified in the TRC's final report, the National Inquiry's interim report, and evidence given at the community, institutional and expert hearings held in Alberta and across the country, paint a troubling picture. The GoA has identified a number of opportunities to address some root causes. These root causes include:
- Impacts of colonialism, residential schools and the Sixties Scoop
 - Impacts of the child intervention system
 - Racism
 - Lack of economic security
 - Lack of adequate supports for survivors of physical and sexual violence
 - Impacts of the justice system
 - Lack of adequate transportation
 - Lack of adequate health and wellness supports

23. There is much work to be done. The GoA recognizes the importance of working with Indigenous women, families and communities in the spirit of reconciliation and collaboration as we seek to address these root causes. This work is outlined below.

Reconciling Our History and its Impact on Indigenous Peoples

24. The GoA is committed to reconciliation with Indigenous peoples. Alberta is taking steps to acknowledge and address the countless impacts felt by Indigenous people resulting from Canada's colonial legacy. Many of these impacts contribute to the issue of murdered and missing Indigenous women and girls. Founded in the TRC's Calls to Action, the GoA's approach to reconciliation is multi-faceted and includes education, recognition and acknowledgement of the harm wrought by past government initiatives, and implementation of the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration).

25. In her July 2015 mandate letter, Premier Notley instructed Cabinet ministers to conduct a review of their ministries' policies, programs and legislation that may require changes based on the principles of the UN Declaration.²² The GoA then engaged with Indigenous leaders to explore how best to implement the principles of the UN Declaration. This work is key to transforming the government's relationships with Indigenous peoples.

26. Public acknowledgement of government’s past actions as contributing to these root causes is an important part of reconciliation. In June 2015, Premier Notley formally apologized for the provincial government’s role in the harm wrought by residential schools, declaring:

“We want the First Nation, Métis and Inuit people of Alberta to know that we deeply regret the profound harm and damage that occurred to generations of children forced to attend residential schools. While the Province of Alberta did not establish the system, members of the government did not take a stand to stop it. For this silence we apologize.”²³

27. Beginning in 2017, the GoA worked with the Sixties Scoop Indigenous Society of Alberta (SSISA) to help shape a meaningful apology for the apprehension of Indigenous children, which removed them from their families and communities and placed them in non-Indigenous families. In May 2018, Premier Notley delivered a formal apology to survivors of the Sixties Scoop, which recognized the bravery of survivors who shared their stories:

“All of you who came forward and shared your experiences did so with courage beyond measure. You didn’t just share the trauma of what was done to you; you spoke truth to power. You spoke truth to the same power, the same institution, and the government that inflicted this trauma on you in the first place.”²⁴

Following the apology, SSISA has continued working with various ministries within the GoA with an intent to collaborate and enhance initiatives for Indigenous peoples.²⁵ The GoA will continue to support SSISA and Sixties Scoop survivors through a post-apology Sixties Scoop Public Awareness Project,²⁶ which will include a public awareness campaign, website and resource development.

28. As part of its commitment to the TRC and the UN Declaration, the GoA will ensure that all Alberta students learn about the history and legacy of residential schools and of Indigenous peoples in Canada.²⁷ The GoA is working with education partners, including Indigenous Elders and other Knowledge Keepers, to enhance Kindergarten to Grade 12 curriculum so students and teachers learn about residential schools, Treaties and agreements, and First Nations, Métis and Inuit history, perspectives, cultures and contributions, in both historical and contemporary contexts.²⁸

29. The GoA recently approved new professional practice standards for teachers, school leaders and superintendents.²⁹ These standards include specific competencies that call for teacher, school leader and superintendent capacity in First Nations, Métis and Inuit education, and are used to guide teacher and leader preparation, certification, evaluation and ongoing professional learning. These standards come into place in September 2019.

30. As part of the GoA's commitment to implement the principles of the UN Declaration, every Cabinet Report developed in Alberta must now include an Indigenous Perspectives section.³⁰ This section helps ensure every Cabinet Report going before

the GoA's senior decision-makers has considered Indigenous peoples and includes information on the level of research and engagement that took place. Cabinet Reports must now also include gender-based analysis plus, which assesses how diverse groups of women, men and gender-diverse people may experience policies, programs and initiatives.³¹

31. Providing mandatory Indigenous introductory training for public servants is an important part of the GoA's UN Declaration commitments. In 2017, the GoA engaged with Indigenous scholars and other Indigenous peoples to inform the training.³² As a result, the introductory one-day training involves experiential learning with Elders through sharing circles and learning about Indigenous histories, residential schools, Treaties, and contemporary issues, and how GoA employees can apply what they learn to their work.³³ This training is now in progress.

Child Intervention

32. The GoA recognizes that interaction with the child intervention system is another factor that contributes to the violence experienced by Indigenous women and girls. The GoA has a responsibility to do everything possible to protect and support children, youth and their families living in Alberta and to improve the services and supports it delivers. On any given day in Alberta, more than 10,000 children and youth receive child intervention services, and roughly six out of every 10 of these young people are Indigenous.³⁴

33. In 2017, the GoA appointed the all-party Ministerial Panel on Child Intervention to examine and make recommendations to improve Alberta's child death review system and to strengthen the child intervention system.³⁵ The panel included Dr. Patti Laboucane-Benson of Native Counseling Services of Alberta and Tyler White, the CEO of Siksika Health Services and President of the First Nations Health Consortium.³⁶ Over a 12-month period, the panel heard from Indigenous leaders, families, communities, international experts, frontline staff and stakeholders.
34. As a result of panel recommendations, in March 2018, *Bill 18: The Child Protection and Accountability Act*, was proclaimed. This legislation strengthens the Office of the Child and Youth Advocate; enhances transparency, accountability, and timelines of child death reviews; improves information sharing; and increases cultural competence by creating a roster of Indigenous advisors to help shape individual death reviews and the Advocate's overall approach.³⁷
35. The GoA also worked with Indigenous leaders and communities from across Alberta to develop a public action plan to respond to the panel's recommendations. *A Stronger, Safer Tomorrow: A Public Action Plan for the Ministerial Panel on Child Intervention's Final Recommendations (A Stronger, Safer Tomorrow)* was released in June 2018.³⁸
36. Some of the immediate work under *A Stronger, Safer Tomorrow* includes full implementation of Jordan's Principle, which ensures First Nations children receive

the services they need when they need them.³⁹ This work will help resolve jurisdictional disputes between the federal and provincial government over payment or provision of services. On November 15, 2018, the GoA, along with the Government of Canada and First Nations partners, signed a Memorandum of Understanding on Jordan's Principle in Alberta, which formalizes a commitment by all parties to establish a collaborative structure to fully implement Jordan's Principle.⁴⁰

37. Recognizing the role legislation plays in this system, *A Stronger, Safer Tomorrow* outlines the GoA's plan to amend the *Child, Youth and Family Enhancement Act* (CYFEA) to focus on the safety and well-being of children while respecting the principles of Indigenous cultural connectedness, the diversity of child-rearing practices and a broad understanding of family.⁴¹ The first phase of this legislative work was introduced in fall 2018. *An Act for Strong Families Building Stronger Communities*, which passed Third Reading on December 5, 2018,⁴² will close a legislative gap that allows private guardianship applications for children in care under the *Family Law Act* without requiring a mandatory home study and cultural connection plan as stipulated in the CYFEA. It will also require notification to First Nations about private guardianship applications involving children who are members, or believed to be a member, of a particular First Nation.⁴³ This change will provide First Nations a formal role in court processes involving member children, which they did not have previously.

38. The GoA is committed to increasing the number of safe and supportive kinship care providers, including Indigenous providers. The GoA will pilot a holistic, in-depth assessment process that includes consideration of the unique placement needs of the child, the unique dynamics of being a kinship care provider and the types of supports that may be needed for the safety and well-being of the child. This process will include utilizing Indigenous advisors where feasible to help ensure that homes are safe.⁴⁴
39. The GoA is jointly developing programs with Indigenous communities, such as implementing the Well-being and Resiliency Framework, expanding mental wellness programs, blending traditional Indigenous healing practices with therapeutic services, and working with the federal government and cross-ministry partners to provide mental health programs on-reserve.⁴⁵ Two million dollars are being allocated to promote Indigenous-led, self-determined services tailored to the needs of individual communities, such as expanding programming through Parent Link Centres and on-reserve home visitation.⁴⁶ This work will help strengthen families and reduce the vulnerability of Indigenous women and girls.
40. Other important work to support healthy families includes:
- Designating five Indigenous Parent Link Centres across the province that focus on culturally relevant supports for Indigenous families. The designated centres include one on each of Alberta's eight Metis Settlements, as well as four further locations in Stony Plain, Edmonton, and Calgary.⁴⁷

- Supporting culturally relevant parenting programs for Indigenous families to reduce the involvement of Indigenous families with child intervention and decrease family violence⁴⁸, such as Opokaa'sin Early Intervention Society's North Star – Apatski'kaktosi – Building Stronger Urban Aboriginal Families project.⁴⁹
- Piloting \$25-a-day childcare centres in Alberta⁵⁰, five of which offer Indigenous-focused programming.⁵¹
- Establishing the first provincially licensed on-reserve child care centre on Kapawe'no First Nation, which means parents can apply for the provincial child care subsidy and the child care program can apply for provincial accreditation funding.⁵²

41. One of the long-term actions in *A Stronger, Safer Tomorrow* includes the provision of childcare and transportation to support parents accessing treatment programs.⁵³ The plan also contains multiple actions to help support and empower youth, including increased funding for youth suicide prevention programs and services, and providing more opportunities to pursue post-secondary education. Specific measures will be refined and jointly identified with Indigenous peoples and communities during implementation to further inform policy, programs and services. The GoA believes that improving the child intervention system will help better support Indigenous girls in the system and reduce future vulnerabilities, as well as contribute to healthier Indigenous families, a number of which are solo-parented by

Indigenous women.⁵⁴

42. The GoA recognizes that guidance from Indigenous partners is critical to implement *A Stronger, Safer Tomorrow*. The GoA is creating an Indigenous Advisory Body, a Youth Advisory Committee and an Indigenous Grandmothers' Circle to provide this guidance.⁵⁵

43. The GoA recognizes that intergenerational trauma as a result of Indian residential schools is a key contributor to missing and murdered Indigenous women and girls. This trauma can result in families becoming involved in the child intervention system. The GoA understands that well-trained child intervention workers who understand this trauma play a crucial role in the child intervention system. The Indigenous Cultural Understanding Framework (ICUF) is a training development and delivery plan to ensure government staff in the area of children's services have the knowledge, skills and abilities to deliver culturally appropriate supports, services and programs to Indigenous children, youth, families and communities.⁵⁶

44. Additional training that recognizes the impact of intergenerational trauma includes the Foundations of Caregiver Support, which is trauma-informed training that launched in March 2018 for all child intervention staff and caregivers. The training includes: Colonization: Historic Trauma and Healing, Brain Development, Childhood Trauma and the Developing Brain, Child Development and Well-being, and Loss

and Grief.⁵⁷

45. The GoA recognizes that youth aging out of the child intervention system may require additional support as they transition into adulthood. The GoA will be providing more opportunities and resources for youth involved in the child intervention system to pursue post-secondary education through improved access and participation in the Advancing Futures Bursary.⁵⁸ The Advancing Futures program supports current and former youth in government care aged 18-24 by providing social and emotional supports and funding to eligible students while they pursue post-secondary studies.⁵⁹

Justice System

46. The GoA is committed to making changes to improve how victims are treated in the criminal justice system. An independent review into the treatment of “Angela Cardinal”, the pseudonym for an Indigenous woman who was mistreated by the justice system after being sexually assaulted, included several recommendations that are guiding this work. Progress has already been made on several recommendations, such as clarifying and updating sheriff and Crown prosecution policies.⁶⁰ This work is important to ensure that when victims come forward to tell their story, they are not only heard, but are treated with courtesy, compassion and respect throughout every step towards justice.

47. In June 2018, the GoA announced a three-year, \$700,000 grant to the Elizabeth Fry Society of Edmonton to develop and deliver a pilot project to provide free legal advice to adult survivors of sexual violence.⁶¹ The Society notes that over 80 per cent of those who access their services are Indigenous women, and anticipates this pilot project will be highly utilized by Indigenous women impacted by sexual violence.
48. The GoA understands that, at least in part, the vast overrepresentation of Indigenous women in the criminal justice system is connected to poverty. In May 2017, the GoA passed *An Act to Modernize Provincial Offences* that eliminated the use of warrants to enforce tickets and overdue fines for minor, non-traffic-related infractions.⁶² This Act amends the *Provincial Offences Procedure Act* and the *Traffic Safety Act*. As a result, warrants for unpaid fines for minor infractions are no longer issued. These amendments help to break the cycle of poverty and incarceration that sometimes starts with unpaid fines.
49. The GoA recognizes that having more Indigenous women as professionals in the justice system is important, and since 2017 has appointed two Indigenous women to the Provincial Court of Alberta.⁶³ Cheryl Arcand-Kootenay, a member of the Alexander First Nation was appointed to St. Paul Provincial Court. Karen A. Crowshoe, a member of the Piikani Nation, one of the three First Nations that comprise the Blackfoot Confederacy, was appointed to the Provincial Court of Alberta, Calgary Criminal.

50. Furthermore, the GoA has appointed two Indigenous women to serve on Judicial Council and the Provincial Court Nominating Committee, respectively. In 2015, Dr. Patricia Makokis was first appointed to Alberta's Judicial Council, which screens individuals to determine if they are qualified for appointment to the Provincial Court of Alberta.⁶⁴ Dr. Makokis, a well-known educator, was reappointed in August 2017 for a five-year term. In 2015, Dr. Linda Many Guns, a professor in the University of Lethbridge's Native Studies department, was first appointed to the Provincial Court Nominating Committee.⁶⁵ Dr. Many Guns was reappointed in December 2017 for a three-year term.

51. The GoA is improving access to justice for survivors of violence by opening new courthouses in rural and northern areas. In 2017, a new courthouse was built in Fort Vermillion, which serves the Indigenous communities of Fox Lake, Tallcree First Nation, Beaver First Nation and the Little Red River Cree Nation.⁶⁶ In 2018, a new courthouse was built in Red Earth Creek, which serves the Indigenous communities of Peerless Lake, Trout Lake and Loon Lake.⁶⁷ Both of these new courthouses include modern technology and spaces that support culturally appropriate practices such as Indigenous smudging ceremonies.

Anti-violence and Survivor Supports

52. The GoA understands the importance of having culturally appropriate prevention and intervention programs to end violence against Indigenous women and girls, and ensure survivors of violence have access to culturally appropriate supports.

53. On May 4, 2017, the GoA passed legislation that clarified that there will be no limitation period for a person launching a civil claim related to sexual or domestic assault. This change means that Indigenous women who may have claims are no longer restricted by when they can seek justice and reparations.⁶⁸

54. Effective January 1, 2018, the GoA passed legislation to protect the rights of people experiencing violence by introducing Domestic Violence Leave into the Employment Standards Code.⁶⁹ This unpaid leave provides job protection for up to 10 days for eligible employees who are addressing a situation of domestic violence (violence to the employee, the employee's dependent child, or a protected adult living with the employee). Employees cannot be terminated from their employment while on leave.

55. When Indigenous women and girls experience violence, culturally safe and accessible victims services are necessary. The GoA has developed a number of initiatives, such as:
 - Organizing an annual Indigenous Awareness training event, which includes an experiential component, for Victims Services staff and allied professionals.⁷⁰

- Translating victims services information pamphlets into Cree.⁷¹
- Hiring a provincial homicide family liaison and a provincial missing person co-ordinator.⁷²
- Providing presentations to community agencies on the Safer Communities initiative to inform them about the 'Aware 360' safety app, which is a free app that provides vulnerable people, such as those at risk due to domestic violence, addictions, hitchhiking, etc., the ability to check in and receive an emergency response when needed.⁷³
- Working with RCMP K Division Aboriginal Policing to implement a safety planning initiative to develop community safety plans and have jointly worked with the Pikanii, Bigstone, Siksika, Saddle Lake, and Dene Tha' First Nations on this initiative since 2017.⁷⁴
- Expanding the Indigenous Victims Outreach program.⁷⁵

56. In May 2018, the GoA announced its Commitment to End Sexual Violence (the Commitment), a government-wide initiative to prevent sexual violence and improve support for survivors.⁷⁶ The Commitment builds on existing initiatives and recognizes that Indigenous women and girls experience sexual violence at disproportionate rates to non-Indigenous women and girls. A number of initiatives under the Commitment support Indigenous women and girls in the communities in which they live, including providing sexual assault centres and agencies with \$8.1 million in additional funding as of 2017/18.⁷⁷ This additional funding increases

access to counselling and crisis support in more rural and underserved Alberta communities, many of which serve Indigenous women and girls.⁷⁸

57. The GoA provides funding towards programs such as the Métis Child and Family Services Society's SNUG Community Outreach Program, a harm reduction model that provides after-hours support to street-involved men, women and transgender individuals with multiple and complex needs like addictions and mental health.⁷⁹
58. The HIV Community Link Society's Shift program in Calgary is a harm reduction and human rights-based approach that provides prevention, education, outreach and client-centred intervention services for adults currently or formerly in the sex trade.⁸⁰ This support to high-risk and underserved individuals serves to improve the safety and well-being of sex workers; reduce and prevent sex work-related crime; and enhance safety and quality of life in Calgary communities.
59. Women's shelters across the province currently provide services to all women, 67 per cent of whom identify as Indigenous. The GoA supports these important service providers as follows:
 - In 2015, the GoA increased funding to women's shelters by \$15 million.⁸¹ In 2018/19, the GoA committed over \$51 million for women's emergency and second-stage shelters.⁸²
 - Beginning in 2012/13, the GoA provides \$800,000 in annual funding to five on-reserve Women's Emergency Shelters through Fee-for-Service agreements. The on-reserve shelters provide safe emergency

accommodation for women and children fleeing family violence and who access services on-reserve, but who would ordinarily live off-reserve. Available programming may include case planning, danger assessments, safe exit strategies, counselling, childcare, family supports, assistance to find housing, assistance to apply for any benefits the client may be eligible for, assistance to seek medical treatment, mental health or addiction supports and transportation to appointments.⁸³

60. The GoA supported the “#I Believe You” campaign to promote a cultural shift towards supporting survivors and breaking the silence about sexual violence.⁸⁴
61. In 2016, the *Residential Tenancies (Safer Spaces for Victims of Domestic Violence) Amendment Act* was proclaimed, and victims of family violence can now end a residential tenancy agreement without financial penalty.⁸⁵
62. In December 2017, the GoA passed new Occupational Health and Safety (OHS) legislation, which came into effect on June 1, 2018.⁸⁶ This new legislation defined harassment and violence as workplace hazards.

Transportation

63. The GoA recognizes that a lack of accessible transportation, particularly in remote and rural parts of Alberta, may leave vulnerable people, in particular Indigenous women, at greater risk of experiencing violence. Greyhound Canada ceased service in the western provinces as of October 31, 2018. Recognizing the importance of access to safe and affordable transportation and in light of Greyhound's decision, the GoA, in conjunction with the federal government, is investing up to \$2 million per year, over two years, to provide service to small and rural communities not served by private carriers. This cost-sharing agreement is intended to act as an incentive to draw proposals from private carriers to fill remaining service gaps.⁸⁷
64. Indigenous women living in rural areas will benefit from the GoA's new Rural Transit Pilot Program (RTPP)⁸⁸, which provides \$2 million to support six projects in rural communities. The objective of this program is to improve public transportation between Alberta's mid-sized urban centres and their surrounding areas (i.e. small towns to regional hubs). To-date, the province has funded two projects in Camrose, one in Grande Prairie, and one in Spirit River near Grande Prairie. The results of six approved rural pilots will help to inform potential future transportation services for rural Alberta.
65. With regards to transportation for educational purposes, the GoA provided five First Nations Colleges with a one-time \$100,000 Access Grant in 2018/19; two of the colleges are using the grant to provide transportation for post-secondary students

on their First Nations.⁸⁹ While reporting has not yet occurred, the GoA hopes this will help improve the safety of Indigenous women and better enable them to access post-secondary studies.

Economic Security

66. Poverty is one of the many underlying socio-economic factors that contributes to violence against women,⁹⁰ and Indigenous women experience disproportionate rates of poverty.⁹¹ The GoA has heard from the First Nations and Métis Women's Councils on Economic Security that economic security is having access to resources and supports that contribute to one's physical, mental, emotional and spiritual well-being – giving Indigenous women the ability to provide for the basic needs of their families in safe and secure communities. This includes access to opportunities to participate in the provincial economy.⁹²
67. Economic security includes access to safe and affordable housing. As such, the GoA is providing \$120 million in capital funding to increase the supply of affordable housing units for Indigenous peoples living off-reserve. This funding will be delivered through the Indigenous Housing Capital Program (IHCP).⁹³
68. A key objective of IHCP is to support housing that is designed and delivered by and for Indigenous peoples.⁹⁴ Grant applications for family housing, including households where women are fleeing violence, family members are attending school, and those in remote locations will be prioritized. Currently, \$1 million in

planning funding is allocated for 2018/19; \$17 million in project funding is allocated for 2019/20; and \$18 million in project funding is allocated for each of the following three years (2020-2023).

69. In 2018/19, the GoA is investing nearly \$191 million in community-based programming that address the needs of those experiencing homelessness and women and children leaving family violence.⁹⁵ More than \$46.8 million is invested into provincial homeless shelters. Nearly \$93 million is invested in Housing First and other homeless support outreach programming delivered by community-based organizations in the province's seven major centres.
70. Recognizing education and training as a bridge out of poverty, the GoA supports a number of initiatives that assist Indigenous peoples, including Indigenous women, such as:
- The Aboriginal Futures Career and Training Centre that assists off-reserve Indigenous people in Calgary and surrounding areas to access career and employment counseling, programs and services to achieve financial self-sufficiency.⁹⁶
 - Partnerships with Indigenous communities to deliver two skills training programs -- First Nations Training to Employment and Aboriginal Training to Employment.⁹⁷

71. The GoA also provides \$3.2 million annually to five First Nations Colleges to provide adult educational opportunities in their communities.⁹⁸ The colleges are located across the province and consist of Maskwacis Cultural College, Old Sun Community College, Red Crow Community College, University nuhelot'jine thaiyots'j nistameyimâkanak Blue Quills, and Yellowhead Tribal College.⁹⁹
72. The Labour Market Partnership program¹⁰⁰ funds initiatives to help support Indigenous peoples in the workforce. A number of these directly support Indigenous women in accessing in-demand occupations. For example, the GoA has provided funding to Women Building Futures (WBF) for marketing initiatives to attract rural and Indigenous women to their trades training programs.¹⁰¹ WBF helps women break the cycle of poverty and achieve economic independence through training, mentorship and employment opportunities in the skilled trades.¹⁰²
73. According to the 2006 Census, more than one in three Indigenous children in Canada live in low income families.¹⁰³ The GoA recognizes that lower-income families with children may require additional support, and introduced the Alberta Child Benefit (ACB) in 2015.¹⁰⁴ The ACB provides direct financial assistance to lower-income families with children under 18 who have a family net income less than \$42,255 per year.¹⁰⁵ It is estimated that the ACB will provide \$175 million in benefits to families across the province in 2018 to 2019.¹⁰⁶ Together with the Alberta Family Employment Tax Credit, approximately \$328 million in combined benefits will be provided in 2018 to 2019. The ACB is refundable, meaning families receive it regardless of whether they owe provincial income taxes.¹⁰⁷

74. On October 1, 2018, the GoA raised the minimum wage to \$15 an hour to increase the economic security of low-income earners in Alberta.¹⁰⁸ In Alberta, 63 per cent of low-income earners are women, and 37 per cent of low-income earners have children.¹⁰⁹ This increase to the minimum wage benefits Indigenous women in particular, as they currently earn a lower median income on average than Indigenous men and non-Indigenous women and men.¹¹⁰
75. To help support Indigenous women and others moving into Edmonton, the GoA provided funding for the Bent Arrow Traditional Healing Society's New in Town Aboriginal Welcome Service.¹¹¹ This program helps Indigenous women new to Edmonton gain access to important community resources, establish positive relationships and networks, and feel culturally connected. This grant was provided through the GoA's Urban Initiatives Program, which supports projects that remove barriers and strengthen economic and social opportunities for urban Indigenous women in Alberta.¹¹²

Anti-Racism, Diversity and Inclusion

76. Family members and loved ones, Indigenous leaders, advocates and others have stated that racism plays a key role in perpetuating violence against Indigenous women and girls. The GoA understands that educating the broader public and inspiring empathy is key to ensuring that Indigenous women and girls are truly valued in Canadian society. The GoA's work on racism is guided by the *Taking Action Against Racism* report, which was released in June 2018 and includes both

short and long-term actions, including funding to support anti-racism projects and establishing an advisory council.¹¹³ The GoA is recruiting for the advisory council, which will advise the government on how to address racism effectively, engage people in provincial and community conversations, and conduct further cross-cultural work.¹¹⁴

77. The GoA has established a \$2-million Anti-Racism Community Grant Program, which supports initiatives that raise awareness and understanding of racism and its impact on Albertans.¹¹⁵ The program is open to eligible non-profit organizations, First Nations, Metis Settlements and post-secondary institutions, and is meant to foster cultural awareness and cross-cultural understanding in communities across the province. The grant is divided into two streams: a general community stream and a stream directed towards supporting projects and initiatives to address racism against First Nations, Métis and Inuit peoples in Alberta. By providing a stream specific to initiatives that impact Indigenous communities and organizations, those groups will be able to access funding to determine how best to address racism in their communities.¹¹⁶

Health and Wellness

78. The GoA recognizes the need for culturally appropriate mental health supports to help Indigenous women and their families and communities address the impacts of intergenerational trauma. Culturally appropriate mental health supports are important to reduce the vulnerability of Indigenous women and girls and contribute to healthier

Indigenous families and communities.

79. In February 2016, following a comprehensive review of the mental health system in Alberta, the GoA released the *Valuing Mental Health: Report of the Alberta Mental Health Review Committee (Report)*¹¹⁷. *Valuing Mental Health: Next Steps*,¹¹⁸ released in June 2017, outlines the actions to strengthen Alberta's addiction and mental health system by improving continuity within, and between, health and other service systems. An Indigenous Integration Committee (IIC) has members from urban and rural Indigenous organizations, First Nations and Metis Settlements, and cross-government partners. It meets monthly with an aim to improve access to programs and services for Indigenous peoples and communities. The IIC provides an Indigenous lens to all Valuing Mental Health initiatives to ensure Indigenous perspectives and community realities are considered in program planning and implementation.
80. In 2016, the GoA signed a protocol agreement with the Treaty 8 First Nations of Alberta for discussions on matters of mutual concern, including health, which was identified as a priority.¹¹⁹ In December 2017, Treaty 8 First Nations and the GoA endorsed a Health Protocol Table Work Plan, which establishes a framework to increase Treaty 8 input into government programs and policies.¹²⁰ In order to further support this work, the GoA provided funding to Treaty 8 for a Health Table Coordinator position.¹²¹

81. The GoA provides funding to Alberta Health Services, which is responsible for providing health services to residents of Alberta.¹²² Alberta Health Services is required to provide cultural-sensitivity training to health care staff so they can deliver culturally appropriate health care services for Indigenous peoples.¹²³ The training explores the culture and worldview of First Nations, Métis and Inuit in Alberta. The training also contains information about the health issues Indigenous peoples face, the historical and social conditions that impact their health, and the more holistic approach to healthcare typically taken by First Nations, Métis and Inuit .
82. The GoA is also prioritizing mental health for students and provided \$656,500 in 2017/18 for the Indigenous Post-secondary Student Mental Health Grant. These grants went out to 15 institutions, including five First Nations Colleges in Alberta.¹²⁴

Conclusion

83. The GoA remains committed to working with Indigenous women and other partners to develop local solutions so that Indigenous women and girls in Alberta see a future for themselves in which they feel safe and valued.
84. Working closely with Indigenous women, governments, communities and organizations, the GoA has taken a number of actions to address violence against Indigenous women and girls and its root causes. This work is part of the GoA's commitment to reconciling and renewing its relationship with Indigenous peoples in Alberta through the implementation of the principles and objectives of the UN

Declaration.

85. Implementing the UN Declaration was one of the recommendations in the TRC's final report, through its Calls to Action. As outlined in this submission, specific Alberta actions include, but are not limited to: engaging with Indigenous women directly on ways to improve the lives of their families and communities; making Indigenous cultural awareness training mandatory for the Alberta Public Service; developing mandatory K-12 curriculum to reflect Indigenous historical and contemporary contributions to Canada and raise awareness of the legacy of residential schools; supporting Indigenous affordable housing; and strengthening the child intervention system to better protect children and youth, and support families.
86. The GoA would like to thank the families and loved ones of missing and murdered Indigenous women and girls and survivors of violence for their courage in sharing their stories and bringing this national tragedy to light.
87. The GoA is also thankful to the many Indigenous leaders, advocates and people who work tirelessly to improve the lives and safety of Indigenous women and girls.
88. Lastly, the GoA acknowledges the important work of the Commissioners over the past two years. The GoA looks forward to receiving the National Inquiry's final recommendations. It also recognizes that following the conclusion of the National

Inquiry, the GoA will have much work to do in order to ensure the voices of Indigenous women are reflected in its response to the final recommendations.

89. Ending violence against Indigenous women and girls must be a priority for everyone. As Premier Notley stated on October 4, 2018, to mark the 13th annual Sisters in Spirit vigils:

“I ask Albertans to join me in taking time to remember these women and girls – cherished sisters, mothers, daughters, granddaughters – and all who seek and mourn for them. In their ever-present memory, let us make the world a safer place.”¹²⁵

RESPECTFULLY SUBMITTED THIS 13th DAY OF DECEMBER, 2018
BY THE GOVERNMENT OF ALBERTA.

-
- ¹ *Measuring Violence against Women: Statistical Trends 2013*, Statistics Canada
<https://www150.statcan.gc.ca/n1/pub/85-002-x/2013001/article/11766-eng.htm>
- ² Royal Canadian Mounted Police, *Missing and Murdered Aboriginal Women: A National Operational Overview* (2014)
<http://www.rcmp-grc.gc.ca/wam/media/460/original/0cbd8968a049aa0b44d343e76b4a9478.pdf>
- ³ *Measuring Violence against Women: Statistical Trends 2013*, Statistics Canada <https://www150.statcan.gc.ca/n1/pub/85-002-x/2013001/article/11766-eng.htm>
- ⁴ *Women in Canada: A Gender-based Statistical Report*, Seventh Edition
<https://swc-cfc.gc.ca/rc-cr/stat/wic-fac-2015/index-en.html?wbdisable=true>
- ⁵ Royal Canadian Mounted Police, *Missing and Murdered Aboriginal Women: A National Operational Overview* – (2014) (Page 3)
<http://www.rcmp-grc.gc.ca/wam/media/460/original/0cbd8968a049aa0b44d343e76b4a9478.pdf>
- ⁶ Speaking notes, Honourable Rachel Notley, Premier of Alberta
<http://aptnnews.ca/2015/06/23/text-alberta-premier-rachel-notleys-apology-residential-school-survivors/>
- ⁷ August 4, 2016 invitation letter from Minister Feehan of Indigenous Relations
PDF provided as appendices 1
- ⁸ Indigenous Women
<http://indigenous.alberta.ca/Indigenous-Women.cfm>
- ⁹ Status of Women Ministry launches mandate ahead of International Women's Day
<https://www.alberta.ca/release.cfm?xID=4034736BBB060-9843-168F-59498D9E3AFF267C>
- ¹⁰ 2016 National Roundtable on Missing and Murdered Indigenous Women and Girls...
<https://www.nwac.ca/wp-content/uploads/2016/03/3.7-MMIWG-OUTCOMES-AND-PRIORITIES-FOR-ACTION-FINAL.pdf>
- ¹¹ Indigenous Relations Annual Report 2017-2018
<https://open.alberta.ca/dataset/1b41f6c4-cbbb-43d9-9879-17f33a22f8bf/resource/c9aaed57-d1e9-45cc-b6b8-d60176e869a6/download/indigenous-relations-annual-report-2017-2018.pdf?0.06281087242903216>
- ¹² Indigenous Relations Annual Report 2016-2017
<https://open.alberta.ca/dataset/1b41f6c4-cbbb-43d9-9879-17f33a22f8bf/resource/da4882f2-d22a-472a-b9cc-21d2ebc95d97/download/IR-2016-17-Annual-Report.pdf>
- ¹³ Building named for activist Muriel Stanley Venne
<https://www.alberta.ca/release.cfm?xID=4884147B83DF7-EC66-C1E9-AF2B28842CD96B5E>
- ¹⁴ First Nations and Metis Women's Councils on Economic Security
First Nations Women's Council on Economic Security 2016 Report and Recommendations
Metis Women's Council on Economic Security 2016 Report and Recommendations
<http://indigenous.alberta.ca/1097.cfm>
- ¹⁵ First Nations and Metis Women's Councils on Economic Security
First Nations Women's Council on Economic Security 2016 Report and Recommendations
Metis Women's Council on Economic Security 2016 Report and Recommendations
<http://indigenous.alberta.ca/1097.cfm>
- ¹⁶ FAQs Moose Hide Campaign and I am a Kind Man
<http://indigenous.alberta.ca/1083.cfm>
- ¹⁷ Open Data Grant Disclosure
https://open.alberta.ca/opendata/grant-disclosure_Line_539160
- ¹⁸ ANFCA – Alberta Native Friendship Centres Association
<http://anfca.com/>
- ¹⁹ ANFCA – Provincial Women's Initiative
<http://anfca.com/womens-initiative/>
- ²⁰ New board members reflect diversity of Alberta
<https://www.alberta.ca/release.cfm?xID=4865972C84339-DF6D-547F-F8CDA3C97ABD2873>
- ²¹ Truth and Reconciliation Commission of Canada, *Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth and Reconciliation Commission of Canada*, 2015 (Page 227)
http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Exec_Summary_2015_05_31_web_o.pdf
- ²² Premier Notley Letter Cabinet Ministers
<http://indigenous.alberta.ca/documents/premier-notley-letter-cabinet-ministers.pdf>
- ²³ Alberta seeks renewed relationship with First Nations, Metis and Inuit peoples of Alberta
<https://www.alberta.ca/release.cfm?xID=382201F08E932-0934-F591-9820A6FA93C90156>
- ²⁴ Sixties Scoop apology
Sixties Scoop apology speech
<https://www.alberta.ca/sixties-scoop-apology.aspx>
<https://www.alberta.ca/release.cfm?xID=560616704B9A0-C113-B187-A4BACC8308538863>
- ²⁵ Letter from Minister Feehan to SSISA confirming grant funding
PDF provided as appendices 2
- ²⁶ Letter from Minister Feehan to SSISA confirming grant funding
PDF provided as appendices 3
- ²⁷ First Nations, Metis and Inuit perspectives and experiences must inform current and future Kindergarten to Grade 12 curriculum
<https://education.alberta.ca/first-nations-metis-and-inuit-education/education-for-reconciliation/everyone/overview/>
- ²⁸ Premier Hancock and Minister Oberle statement on the Truth and Reconciliation Commission
<https://www.alberta.ca/release.cfm?xID=3611635CEB7FF-D766-841D-E7FC49FCADDD80B5>
- ²⁹ Alberta Education Leadership Quality Standard

Alberta Education Superintendent Leadership Quality Standard

Alberta Education Teaching Quality Standard

<https://education.alberta.ca/media/3739621/standardsdoc-lqs-fa-web-2018-01-17.pdf>

<https://education.alberta.ca/media/3739619/standardsdoc-sqs-fa-web-2018-02-02.pdf>

<https://education.alberta.ca/media/3739620/standardsdoc-tqs-fa-web-2018-01-17.pdf>

³⁰ Indigenous Relations Annual Report 2017-2018

<https://open.alberta.ca/dataset/1b41f6c4-cbbb-43d9-9879-17f33a22f8bf/resource/c9aaed57-d1e9-45cc-b6b8-60176e869a6/download/indigenous-relations-annual-report-2017-2018.pdf>

³¹ Status of Women Annual Report 2017-2018

<https://open.alberta.ca/dataset/723a2178-45b3-4280-b2bc-506dec99c300/resource/35189db8-f202-4287-99db-4741ce2a5d74/download/status-of-women-annual-report-2017-2018.pdf>

³² Public servants to take Indigenous training

<https://www.alberta.ca/release.cfm?xID=56162C98188EE-B03A-7393-AD1458DBA7186876>

³³ Public servants to take Indigenous training

<https://www.alberta.ca/release.cfm?xID=56162C98188EE-B03A-7393-AD1458DBA7186876>

³⁴ *A Stronger, Safer Tomorrow – A Public Action Plan for the Ministerial Panel on Child Intervention’s Final Recommendations*

<https://open.alberta.ca/dataset/212cd3e9-c496-4ecd-b254-5bbe7b13aa7d/resource/7a7ab135-21e0-44aa-9112-e9a458a33103/download/stronger-safer-tomorrow-public-action-plan.pdf>

³⁵ Child Intervention Panel

<https://www.alberta.ca/child-intervention-panel.aspx>

³⁶ Child Intervention Panel

<https://www.alberta.ca/child-intervention-panel.aspx>

³⁷ Bill 18: The Child Protection and Accountability Act

<https://open.alberta.ca/dataset/8f5e0e14-d27a-4ba9-a0db-fe9afdab1678/resource/7c7d471a-e5da-47a4-86e0-725195a1a736/download/bill-18-fact-sheet.pdf>

³⁸ *A Stronger, Safer Tomorrow – A Public Action Plan for the Ministerial Panel on Child Intervention’s Final Recommendations*

<https://open.alberta.ca/dataset/212cd3e9-c496-4ecd-b254-5bbe7b13aa7d/resource/7a7ab135-21e0-44aa-9112-e9a458a33103/download/stronger-safer-tomorrow-public-action-plan.pdf>

³⁹ Jordan’s Principle – Canada

<https://www.canada.ca/en/indigenous-services-canada/services/jordans-principle.html>

⁴⁰ Memorandum of Understanding on Implementation of Jordan’s Principle in Alberta

<https://open.alberta.ca/publications/mou-implementation-of-jordans-principle-in-alberta>

⁴¹ *A Stronger, Safer Tomorrow – A Public Action Plan for the Ministerial Panel on Child Intervention’s Final Recommendations*

<https://open.alberta.ca/dataset/212cd3e9-c496-4ecd-b254-5bbe7b13aa7d/resource/7a7ab135-21e0-44aa-9112-e9a458a33103/download/stronger-safer-tomorrow-public-action-plan.pdf>

⁴² Bills and Amendments – Legislative Assembly of Alberta

http://www.assembly.ab.ca/net/index.aspx?p=bills_status&selectbill=022&leql=29&session=4

⁴³ Bill 22: An Act for Strong Families Building Stronger Communities

Legislative Assembly of Alberta website -progress of Bill 22: An Act for Strong Families, including link to Bill 22 and amendments

<https://www.alberta.ca/assets/documents/bill-22-fact-sheet.pdf>

<https://www.alberta.ca/assets/documents/bill-22-proposed-key-shifts.pdf>

⁴⁴ *A Stronger, Safer Tomorrow – A Public Action Plan for the Ministerial Panel on Child Intervention’s Final Recommendations*

<https://open.alberta.ca/dataset/212cd3e9-c496-4ecd-b254-5bbe7b13aa7d/resource/7a7ab135-21e0-44aa-9112-e9a458a33103/download/stronger-safer-tomorrow-public-action-plan.pdf>

⁴⁵ *A Stronger, Safer Tomorrow – A Public Action Plan for the Ministerial Panel on Child Intervention’s Final Recommendations*

<https://open.alberta.ca/dataset/212cd3e9-c496-4ecd-b254-5bbe7b13aa7d/resource/7a7ab135-21e0-44aa-9112-e9a458a33103/download/stronger-safer-tomorrow-public-action-plan.pdf>

⁴⁶ *A Stronger, Safer Tomorrow – A Public Action Plan for the Ministerial Panel on Child Intervention’s Final Recommendations*

<https://open.alberta.ca/dataset/212cd3e9-c496-4ecd-b254-5bbe7b13aa7d/resource/7a7ab135-21e0-44aa-9112-e9a458a33103/download/stronger-safer-tomorrow-public-action-plan.pdf>

⁴⁷ Parent Link Centres

<https://www.alberta.ca/parent-link-centres.aspx>

⁴⁸ Southern Alberta child abuse prevention gets support

<https://www.alberta.ca/release.cfm?xID=43671AA96236B-0AF4-1C94-E9A4EE59DEB1ECE4>

⁴⁹ Southern Alberta child abuse prevention gets support

<https://www.alberta.ca/release.cfm?xID=43671AA96236B-0AF4-1C94-E9A4EE59DEB1ECE4>

⁵⁰ Indigenous programming at affordable child centres

<https://www.alberta.ca/release.cfm?xID=56135F14850DF-CDA6-DEF5-9D3B613CF53E0507>

⁵¹ Indigenous programming at affordable child centres

<https://www.alberta.ca/release.cfm?xID=56135F14850DF-CDA6-DEF5-9D3B613CF53E0507>

⁵² Licensed child care for families on Kapawe’no First Nation

<https://www.alberta.ca/release.cfm?xID=486114721211F-B505-75DA-A125E474C3904F3E>

⁵³ *A Stronger, Safer Tomorrow – A Public Action Plan for the Ministerial Panel on Child Intervention’s Final Recommendations*

<https://open.alberta.ca/dataset/212cd3e9-c496-4ecd-b254-5bbe7b13aa7d/resource/7a7ab135-21e0-44aa-9112-e9a458a33103/download/stronger-safer-tomorrow-public-action-plan.pdf>

⁵⁴ First Nations, Metis and Inuit Women

<https://www150.statcan.gc.ca/n1/pub/89-503-x/2010001/article/11442-eng.htm>

⁵⁵ *A Stronger, Safer Tomorrow – A Public Action Plan for the Ministerial Panel on Child Intervention’s Final Recommendations*

<https://open.alberta.ca/dataset/212cd3e9-c496-4ecd-b254-5bbe7b13aa7d/resource/7a7ab135-21e0-44aa-9112-e9a458a33103/download/stronger-safer-tomorrow-public-action-plan.pdf>.

⁵⁶ Indigenous Cultural Understanding Framework

<https://open.alberta.ca/dataset/d2642ef5-fa65-4117-8a44-d5b26c6aca04/resource/d1f3f3a5-20e9-4f2e-912c-c8cf1c1a397d/download/icuf-october-2018.pdf>

⁵⁷ Foundations of Caregiver

<https://www.alignab.ca/align-stakeholdercontributor-foundations-of-caregiver-support-june-2015/>

⁵⁸ *A Stronger, Safer Tomorrow – A Public Action Plan for the Ministerial Panel on Child Intervention’s Final Recommendations*

<https://open.alberta.ca/dataset/212cd3e9-c496-4ecd-b254-5bbe7b13aa7d/resource/7a7ab135-21e0-44aa-9112-e9a458a33103/download/stronger-safer-tomorrow-public-action-plan.pdf>

⁵⁹ Advancing Futures Bursary – Prospective students

A Stronger, Safer Tomorrow – A Public Action Plan for the Ministerial Panel on Child Intervention’s Final Recommendations

<https://www.alberta.ca/advancing-futures-prospective-students.aspx>

<https://open.alberta.ca/dataset/212cd3e9-c496-4ecd-b254-5bbe7b13aa7d/resource/7a7ab135-21e0-44aa-9112-e9a458a33103/download/stronger-safer-tomorrow-public-action-plan.pdf>

⁶⁰ Changes to further support victims of crime

<https://www.alberta.ca/release.cfm?xID=52457A2F9131F-DC13-5220-03AF07EC8913968D>

⁶¹ Free legal advice for survivors of sexual violence

<https://www.alberta.ca/release.cfm?xID=5614829CFCEBD-CB9D-DD18-2EC958ABD0FA4DE5>

⁶² Bill 9 An Act to Modernize Enforcement of Provincial Offences

http://www.assembly.ab.ca/ISYS/LADDAR_files/docs/bills/bill/legislature_29/session_2/20160308_bill-009.pdf

⁶³ New judges reflect Alberta’s diversity

<https://www.alberta.ca/release.cfm?xID=619492DB7EBBA-F3CF-4CBB-1528367428E38B4E>

⁶⁴ Ministerial Order – Patricia A. Makokis

PDF provided as appendices 4

⁶⁵ Ministerial Order – Linda Many Guns

PDF provided as appendices 5

⁶⁶ New Courthouse opens in Fort Vermillion

<https://www.alberta.ca/release.cfm?xID=48861B4091673-BAD1-21B2-31AC1147D08D4C92>

⁶⁷ New Courthouse opens in Red Earth Creek

<https://www.alberta.ca/release.cfm?xID=52380A50B19EC-FA71-4005-851D6EC29DCDA878>

⁶⁸ More supports for survivors of sexual violence

<https://www.alberta.ca/release.cfm?xID=535240F531813-023B-54DF-0AE0DA55B168DCEE>

⁶⁹ Employment Standards Code

<http://www.qp.alberta.ca/documents/Acts/E09.pdf>

⁷⁰ JSG Victim Services Indigenous Awareness Training Agenda

PDF provided as appendices 6

⁷¹ *anika kâ-mâyi-itôtahcik*

PDF provided as appendices 7

⁷² Indigenous Women’s Justice Forum – Powerpoint presentation by GoA Victims Services representative

PDF provided as appendices 8

⁷³ Safer Communities Initiative

<https://mailchi.mp/aware360.com/safercommunities>

⁷⁴ *RCMP Community Safety Plan*

PDF provided as appendices 9

⁷⁵ Improving support for victims of crime

<https://www.alberta.ca/release.cfm?xID=608467F32D9CF-D780-8A77-BA3E4CB7C0D981AE>

⁷⁶ Commitment to end sexual violence

<https://www.alberta.ca/commitment-to-end-sexual-violence.aspx>

⁷⁷ More supports for survivors of sexual violence

<https://www.alberta.ca/release.cfm?xID=535240F531813-023B-54DF-0AE0DA55B168DCEE>

⁷⁸ More supports for survivors of sexual violence

<https://www.alberta.ca/release.cfm?xID=535240F531813-023B-54DF-0AE0DA55B168DCEE>

⁷⁹ Creating Connections Alberta’s Addiction and Mental Health Strategy Implementation

Creating Connections – SNUG Program (Page 5)

<https://informalberta.ca/public/service/serviceProfileStyled.do?serviceQueryId=1056389>

<https://open.alberta.ca/dataset/3ed8fe79-866a-498d-ab79-fbc7ded95b6a/resource/e3ac4a54-5868-400e-8723-c8883105a822/download/2015-creating-connections-interim-report-2011-2015.pdf>

⁸⁰ Preventing violence, creating healthy communities

<https://www.alberta.ca/release.cfm?xID=6084151D1561A-F21F-E216-6B5B9757C5DC6870>

⁸¹ Alberta Government supports women’s shelters with new investment

<https://www.alberta.ca/release.cfm?xID=38564AAD48A1E-08F7-2F92-6BC7049E1314C909>

⁸² More spaces and improved facilities for Albertans fleeing family violence

<https://www.alberta.ca/release.cfm?xID=54648DF202ED6-F870-9629-C0E73AF75550B9CD>

⁸³ Making the Links in Family Violence Cases: Collaboration among the Family, Child Protection and Criminal Justice Systems

<https://open.alberta.ca/dataset/e7a236ed-860c-44fc-9a59-37b39e4701a4/resource/67682d0b-0925-4fda-9595-65b4ee81147f/download/2018-19-government-estimates.pdf>

⁸⁴ Commitment to end sexual violence

<https://www.alberta.ca/commitment-to-end-sexual-violence.aspx>

-
- ⁸⁵ Residential Tenancies (Safer Spaces for Victims of Domestic Violence) Amendment Act and Tip Sheet
https://www.assembly.ab.ca/ISYS/LADDAR_files/docs/bills/bill/legislature_29/session_1/20150611_bill-204.pdf
https://www.servicealberta.ca/pdf/tipsheets/RTA_Safer_Spaces.pdf
- ⁸⁶ Occupational Health and Safety Act
<https://www.alberta.ca/ohs-act-regulation-code.aspx>
- ⁸⁷ Filling the gaps in rural transport
<https://www.alberta.ca/release.cfm?xID=61919EE564FB2-B3A6-C330-FED94C959D2B9989>
- ⁸⁸ Transportation projects connect rural Albertans
<https://www.alberta.ca/release.cfm?xID=56218C56C1313-E384-A4B7-F67A0C31C2C0731D>
- ⁸⁹ *First Nations College Grant and First Nations College Access Grant Guidelines*
PDF provided as appendices 10
- ⁹⁰ Breaking the links between poverty and violence against women
<https://www.canada.ca/en/public-health/services/health-promotion/stop-family-violence/prevention-resource-centre/women/violence-against-women-resource-guide/reality-poverty-violence.html>
- ⁹¹ Women in Canada: A gender based statistical report
<https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14313-eng.htm>
- ⁹² First Nations Women's Council on Economic Security, Speaking Notes from June 6 2017 presentation to House of Commons
Status of Women Committee
PDF provided as appendices 11
- ⁹³ Indigenous Housing Capital Program
<https://open.alberta.ca/dataset/ea72cf01-db6c-4d67-a079-6e00433c405a/resource/1f891861-e997-473e-8fd0-228051af8539/download/factsheet-ihcp-final.pdf>
- ⁹⁴ First Indigenous-owned housing program
<https://www.alberta.ca/release.cfm?xID=56219C5B8F886-FCD1-7989-098C26760EF738A0>
- ⁹⁵ Affordable homes, supports for Edmontonians in need
2018-19 Government Estimates General Revenue Fund Lottery Fund (Page 64)
<https://www.alberta.ca/release.cfm?xID=5577956F4F3D0-DD83-6965-500E2518F2BD87D0>
<https://open.alberta.ca/dataset/e7a236ed-860c-44fc-9a59-37b39e4701a4/resource/67682d0b-0925-4fda-9595-65b4ee81147f/download/2018-19-government-estimates.pdf.%20Page%2074>
- ⁹⁶ Province helps Indigenous people enter trades
<https://www.alberta.ca/release.cfm?xID=468724A15277F-DF28-7EE4-E1C1889548DDAB02>
- ⁹⁷ Indigenous employment training
<https://www.alberta.ca/indigenous-employment-training.aspx>
- ⁹⁸ Indigenous learning providers
<https://www.alberta.ca/indigenous-learning-providers.aspx>
- ⁹⁹ Indigenous learning providers
<https://www.alberta.ca/indigenous-learning-providers.aspx>
- ¹⁰⁰ Labour market partnerships grant program
<https://www.alberta.ca/labour-market-partnerships-grant.aspx>
- ¹⁰¹ Women Building Futures - Grant payment disclosure Screenshot
PDF provided as appendices 12
<https://www.alberta.ca/grant-payment-disclosure-table.cfm>
- ¹⁰² Alberta takes action on poverty
<https://www.alberta.ca/release.cfm?xID=48772AE70070B-C931-D03A-530785CB8A0E8CA4>
- ¹⁰³ Aboriginal women in Canada – A Statistical Profile from the 2006 Census
https://www.aadnc-aandc.gc.ca/DAM/DAM-INTER-HQ/STAGING/texte-text/ai_rs_pubs_ex_abwch_pdf_1333374752380_eng.pdf
- ¹⁰⁴ Alberta Child Benefit helps thousands of children
<https://www.alberta.ca/release.cfm?xID=448951A6DFAC2-0488-3267-5522406193EF123F>
- ¹⁰⁵ Alberta Child Benefit (ACB)
<https://www.alberta.ca/alberta-child-benefit.aspx>
- ¹⁰⁶ Alberta Child Benefit (ACB)
<https://www.alberta.ca/alberta-child-benefit.aspx>
- ¹⁰⁷ Alberta Child Benefit (ACB)
<https://www.alberta.ca/alberta-child-benefit.aspx>
- ¹⁰⁸ \$15/Hour minimum wage – making life more affordable
<https://www.alberta.ca/release.cfm?xID=60707477E5DC8-A23C-A231-39BCD927E6AE25D1>
- ¹⁰⁹ \$15/Hour minimum wage – making life more affordable
<https://www.alberta.ca/release.cfm?xID=60707477E5DC8-A23C-A231-39BCD927E6AE25D1>
- ¹¹⁰ First Nations, Metis and Inuit Women
<https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14313-eng.htm>
- ¹¹¹ Provincial Funding to help Indigenous newcomers succeed in Edmonton
<https://www.alberta.ca/release.cfm?xID=462132F995B98-F2E8-868E-714F67F329C6D372>
- ¹¹² Urban Initiatives Program
<http://indigenous.alberta.ca/Urban-Initiatives-Program.cfm>
- ¹¹³ Taking action against racism
<https://www.alberta.ca/taking-action-against-racism.aspx>
- ¹¹⁴ Anti-Racism Advisory Council
<https://www.alberta.ca/anti-racism-advisory-council.aspx>
- ¹¹⁵ Anti-Racism Community Grant Program
<https://www.alberta.ca/anti-racism-community-grant-program.aspx>
-

-
- ¹¹⁶ Anti-Racism Community Grant Program
<https://www.alberta.ca/anti-racism-community-grant-program.aspx>
- ¹¹⁷ Valuing Mental Health Report 2015
<https://open.alberta.ca/dataset/d8413604-15d1-4f15-a979-54a97db754d4/resource/1a5e7a16-3437-428e-b51f-4ba9201767a4/download/alberta-mental-health-review-2015.pdf>
- ¹¹⁸ Valuing Mental Health Next Steps 2017
<https://open.alberta.ca/dataset/25812976-049c-43c9-9494-77526c6f6ddd/resource/684600a3-a0ea-440c-a053-38a4cef83de9/download/alberta-mental-health-review-next-steps-2017.pdf>
- ¹¹⁹ Protocol Between Treaty 8 First Nations of Alberta and the Province of Alberta for Discussion on Matters of Mutual Concern
http://indigenous.alberta.ca/documents/First_Nations_and_Metis_Relations/Protocol-Agreement-Apr2016.pdf?0.14294242127811385
- ¹²⁰ Treaty 8 Protocol Agreement Annual Report, September 2017-April 2018.
PDF provided as appendices 13
- ¹²¹ Treaty 8 Protocol Agreement Annual Report, September 2017-April 2018.
PDF provided as appendices 14
- ¹²² Alberta Health Services Website
<https://www.albertahealthservices.ca/about/about.aspx>
- ¹²³ Business Plan 2018-21
<https://open.alberta.ca/dataset/bb547784-e775-4eed-aa9c-0aa4a1aece8a/resource/fff11dfe-030c-447f-b5b1-0f359cc0fe08/download/health.pdf>
- ¹²⁴ Improving post-secondary students' mental health
<https://www.alberta.ca/release.cfm?xID=47143BE408224-AAB2-7176-D584AF992BD423D8>
- ¹²⁵ Sister in Spirit – Statement from Premier Notley
<https://www.alberta.ca/release.cfm?xID=607517B2BD338-FEE3-FAB9-57241BFA255451F9>

APPENDICES 1



August 4, 2016

Dear Family Members and Loved Ones ~

The Federal Government has launched a National Inquiry on Missing and Murdered Indigenous Women and Girls. The Government of Alberta continues to support Canada's commitment to this inquiry.

With this in mind, the Ministry of Indigenous Relations would like to invite you to attend a Gathering on Saturday, August 13, 2016, in Edmonton, Alberta.

This Gathering will provide an opportunity to learn about the scope and shape of the National Inquiry's Terms of Reference.

We are mindful that the launch of a National Inquiry may be extremely difficult for families and loved ones of missing and murdered Indigenous women and girls and we want to extend our support as we move forward with this important work.

The day will begin with a pipe ceremony in the morning, and Elders and emotional support will be available throughout the day. A sharing circle will also take place.

Please confirm your attendance by August 10, 2016 by email or by phone:

Email: IR-MMIWG@gov.ab.ca

Phone: In Edmonton: (780) 427-0416

Outside Edmonton: Dial: 310-0000 and when prompted dial 780-427-0416

We look forward to your attendance.

Sincerely,

Richard Feehan
Minister of Indigenous Relations

APPENDICES 2



ALBERTA
INDIGENOUS RELATIONS

Office of the Minister

42412

September 17, 2018

Mr. Adam North Peigan
Sixties Scoop Indigenous Society of Alberta
17804 – 91 Street
Edmonton, Alberta
T5Z 2L1

Dear Mr. North Peigan:

I am pleased to approve a grant of \$200,000.00 to Sixties Scoop Indigenous Society of Alberta to assist with post-apology Sixties Scoop Public Awareness Project. This support will provide your organization with funding to offsets costs associated with hosting the project, including but not limited to: administration costs, travel, venue, research, and online materials development.

A duly executed agreement is enclosed. We will be processing your payment separately.

I look forward to learning about the outcomes of this event and to working with your organization on future projects.

Sincerely,

Richard Feehan
Minister of Indigenous Relations

Enclosure

cc: Nicole Goehring
MLA, Edmonton-Castle Downs

APPENDICES 3



ALBERTA
INDIGENOUS RELATIONS

Office of the Minister

42412

September 17, 2018

Mr. Adam North Peigan
Sixties Scoop Indigenous Society of Alberta
17804 – 91 Street
Edmonton, Alberta
T5Z 2L1

Dear Mr. North Peigan:

I am pleased to approve a grant of \$200,000.00 to Sixties Scoop Indigenous Society of Alberta to assist with post-apology Sixties Scoop Public Awareness Project. This support will provide your organization with funding to offsets costs associated with hosting the project, including but not limited to: administration costs, travel, venue, research, and online materials development.

A duly executed agreement is enclosed. We will be processing your payment separately.

I look forward to learning about the outcomes of this event and to working with your organization on future projects.

Sincerely,

Richard Feehan
Minister of Indigenous Relations

Enclosure

cc: Nicole Goehring
MLA, Edmonton-Castle Downs

APPENDICES 4



ALBERTA

40/2017

MINISTERIAL ORDER

I, **KATHLEEN T. GANLEY**, Minister of Justice and Solicitor General for the Province of Alberta, pursuant to provisions of section 31 (1) of the *Judicature Act*, do hereby reappoint **PATRICIA A. MAKOKIS**, as a member of the Judicial Council for a five-year term.

Dated at the City of Edmonton, in the Province of Alberta, this ^{23rd} day of *August*, 2017.

**MINISTER OF JUSTICE AND SOLICITOR GENERAL
OF THE PROVINCE OF ALBERTA**

APPENDICES 5



ALBERTA

77/2017

MINISTERIAL ORDER

I, **PHILIP BRYDEN, Q.C.**, Deputy Minister of Justice and Deputy Solicitor General for the Province of Alberta, pursuant to provisions of section 7(2) of the *Government Organization Act*, do hereby re-appoint **LINDA MANY GUNS**, as a member of the Provincial Court Nominating Committee for a further three-year term.

Dated at the City of Edmonton, in the Province of Alberta, this ^{4th} day of December, 2017.

A handwritten signature in blue ink, appearing to read 'P. Bryden'.

**DEPUTY MINISTER OF JUSTICE AND
DEPUTY SOLICITOR GENERAL
OF THE PROVINCE OF ALBERTA**

APPENDICES 6

JSG Victims Services Indigenous Awareness Training AGENDA 2018 @ Blue Quills First Nations University

TIME	May 29 - Tuesday	May 30 - Wednesday	May 31 - Thursday
7:30-8:30 am	BREAKFAST @ BQ Cafeteria (old school)	BREAKFAST @ BQ Cafeteria (old school)	BREAKFAST @ BQ Cafeteria (old school)
8:30 am	Greetings & Introductions Review Agenda & Schedule	Smudge and Prayer <i>Metis Elder: Irene Pollom</i>	Smudge and Prayer <i>Cree Elder: Leo McGilvery</i>
9:00 am	Terminology & Diversity Dialogue (Q & A) re camp activities and ceremonies / Cultural Protocols Build a Binder of Resources	Circle - Reflections from day before Cultural Safety Presentation & Discussion <i>Tracey Makokis</i>	Circle – Reflections from day before Cree Teaching Healing Intergenerational Trauma <i>Leo and Priscilla McGilvery</i>
10:00am	BREAK	BREAK	BREAK
10:15 am	Smudge & Prayer Blackfoot Elder: <i>Lambert Fox</i> Blackfoot teachings: Understanding the Indigenous World View	60s Scoop - " I'm not the only one" Cofounder and coordinator of National Indigenous Survivor of Child Welfare Network. <i>Colleen Cardinal</i>	Healing Intergenerational Trauma... Continued Closing Circle
NOON	LUNCH	LUNCH	LUNCH
1:00 pm	Historical Impacts & Our Social Context 'Gently Whispering the Circle Back' <i>Sharon Steinhauer</i>	Cultural Grounds activities include Rattle Making OR join a Talking Circles OR...	Sweatlodge Ceremony @ 1:30 pm (meet at sweatlodge)
2:30 pm	BREAK	BREAK	BREAK
2:45 pm	Circle Dialogue Recovery and Reconciliation through Circle Practice <i>Sharon Steinhauer</i>	Cultural Grounds activities continue Option: Tour of old Indian Residential School (meet in BQ Cafeteria in old school)	Sweatlodge Ceremony & Feast (log cabin)
5:00 pm	Dinner @ Log Cabin – OPTION	Dinner @ Log Cabin - OPTION	
6:00 p.m.*	FEAST* & Dene Tea Dance Ceremony around 5:00	FEAST* & Chicken Dance Ceremony	
7:30 p.m.		Movie option: The Pass System	

*Participants are encouraged to bring their own feast kits for the evening ceremonies. These can be purchased on site for \$5.00 or you can bring your own (cup for tea, plate, bowl & cutlery). Women wear long skirts and men in long pants during ceremonies. You may want a cushion to sit on.

APPENDICES 7

anika kâ-mâyi-itôtahcik

ôta kâ-kanâtahk,. aniki kâ-mâyi-itôtahcik ayâwak wiyasowêwin ta-kanawêyimikocik wiyasowêwinihk

êwako ôma masinahikêwin ta-wîchikon ta-isi-itôtaman kîkway:

- kîspin kîkway ê-kimotamâkawiyan
- kîspin ê-nohtê-pakamahwokawiyan âhpô ê-pê-isi-mâyi-wîcêsk
- kîspin kipakamahwokawin âhpô ê-otîhtinikawiyn (kiyâm kîspin kiwâhkômâkanininâhk)

ana kâ-mâyi-itôtaht

awiyak isi kâ-misi-nôcihiht âhpô ê-isi-kakwâtahki-môsihtât, âhpô ê-wanihtât kîkway âhpô sôniyâw osâm ayisk ôma mâyi-itôtamawin.

âhpô

awiyak ê-nitawi-pîkiskwêstamawât awiyak kâ-pôni-pimâtisit, awiyak êkây cêskwa ayinânêwosâp ê-itahtopiponêt, âhpô kotak ayisiyiniw kâ-nâkatohkawât awiyak.

kîsipayiki anima
mâyi-itôtamawin

kîsi-
sipwêhtêtwâwi
simâkanisak

- Sêwêpita 911, âhpô kîspin sêmâk poko kâhtinik simâkanisak ta-wîhtaman
- kîspin kinitawêyihên ta-wîchikoyan ta-âkayâsimoyan âhpô ta-wêmistikosowiyân, kakwêcim itwêstamâkêw
- kîkâ-kî-kakwêcihkêmon mîna ta-wîchisk nâpêw âhpô iskwêw kîspin itakohki
- kîkâ-kî-pêsiwâw awiyak ê-tâpwêwakêyimat
- kîkâ-kî-kakwêcihkêmon ta-wîchiskik okakêskihkêmowak âhpô kotak isi atoskêhâkanak
- pâyakoskân okakêskihkêmowin ita ôta kâ-kanâtahk. âtiht simâkanisiwikamikwa ayâwak pâyakoskân-okakêskihkêmowak ta-wîchiskik.

okakêskihkêmowak kîkâ-kî-wîhtamâkwak ôhi ohci:

- ana kâ-mâyi-itôtaht owihtamawin – êkosi kîkâ-kî-wîhtamawâw okihci-wiyasowêw tânisi ê-kiskâkoyan ôma kâ-mâyi-itôtâkawiyan
- sôniyâwi-masinahikêwina – ta-sâkaskinâhtâyan ta-otihtikoyan sôniyâw kîspin ê-kî-mâyi-itôtâkawiyan
- tipahamâtowin – kîspin kîkî-wanihâw sôniyâw âhpô kîkway osây ôma ohci kâ-mâyi-itôtâkawiyan
- kâhkiyaw ôhi paminikêwina kwayask asawâpamâwak. kîspin êkây kâ-nisitohtamân, okakêskihkêmowak kîkâ-wîhtamâkwak kwayask.

Ihtakowak ayisiyiniwak ê-isi-wîchihwêcik mâna kê-mâyi-itôtamihk

simâkanisak

simâkanisak ôki nistam-nîkân nitawi-itohtêwak ita mâyi-itôtamihk.

êkotê ayâwak ta-wîchihwêcik, êkamâ wî-ayimîtâwak

okakêskîhkêmowak otatoskêwak

ayisiyiniwak kê-nâkatohkâtahkik ê-isi-nitawêyihaman êkwa wiyasowêwin kê-ayâyan kê-isi-mâyi-itôtakawiyân.

kikâ-kî-miyikwak kiskêyihamowin, êkwa kikâ-kî-miskamwak kîkway ta-isi-wîchihikoyan

askihkânihk ita kê-mâyi-itôtahk atoskêwâkana:

Âtiht ihtakowak atoskêwina ta-wîchihikoyan kîspin kimâyi-itôtakawiyân itowâhk ôhi mâyinikêwina tâpiskôc kipêyakoskânihk ahpô ê-otihtinikawiyân

tipahâskân owiyasowêwak

owiyasowêw ana kê-atoskawât okihci-itapiwak êkwa kotak ayisiyiniwak ka-isi-môsihikocik ôma mâyi-itôtamawin

onâkatohiwêwi-wiyasowêw

owiyasowêw kê-atoskawât ana ayisiyiniw kê-iti-atâmêyimihk ê-mâyi-itôtahk kîkway

KISKISI

- ✓ anima kê-ispayik êkamâ ka-atâmêyimikawiyân kiya
- ✓ kitayân kanawêyihcikêwin kwayask isi ka-paminikawiyân êkwa ka-manâchihikawiyân
- ✓ kikâ-kî-kakwêcimâwak okakêskîhkêmowina ta-wîchihikik âhpô kiskêyihamowin
- ✓ kikâ-kî-kakwêchikêmon itwêstamâkêw ta-wîchihik
- ✓ kikâ-kî-kakwêchikêmon ta-sîhtoskâsk awiyak êkwa ta-wîcêwisk wiyasowêwikamikohk

APPENDICES 8

Missing and Murdered Indigenous Women and Girls Initiative

Supporting Families of Missing or Murdered Persons

Victim Services, Alberta Justice and Solicitor General, Alberta
Government in partnership with Government of Canada

“One woman goes missing,
then another, then another.
For a long time only those who
know and love them
pay attention.
Until the numbers start to
add up.”

Finding Dawn

Alberta's MMIW Initiative

Purpose

- Engage Indigenous communities
- Examine resources, policies and practices
- Identify system gaps and needs
- Look at geographical considerations
- Survey victim services, police services and community organizations
- Identify and advance recommendations



What's Being Done

Two positions have been hired to ensure recommendations are implemented

- Provincial homicide family liaison
- Provincial missing person coordinator

Shared findings to increase awareness

- Presentations throughout the province to police, victim services, support agencies, court services, communities

Missing persons awareness campaign

- Address myths around missing persons
- Distributed to over 2000 people

What We Heard: Police Response

- Long response times in some remote communities
- Fear of retribution and lack of anonymous reporting
- Feel the police had pre-conceived assumptions about complaints from an Indigenous person.
- Fear of police response to a report of violence or a missing person, especially if removal of a loved one
- Perception that police “only show up when there’s trouble”
- Perception that most police do not understand the historical impacts and the personal (community) history of the people
- Experience police not taking missing persons reports

What's Being Done

Police Advisory Committee on Missing Persons

- Representatives from each police force and victims services across Alberta
- Ensure services provided to families of missing people are robust, appropriate and culturally safe

Legislation Changes

- Amend *Missing Persons Act* to ensure police have authority to locate missing person in a timely manner
- Changes currently awaiting legislative approval

Referral process

- A review of the referral process from police services to victim services for missing persons and homicide is underway.
- This will guide a standard policy between police and victims services for missing persons and homicide

What We Heard: Victims Services

- There are not enough Indigenous victims' advocates
- Missing persons is not within Victims Services scope
- Underservice youth
- Limited resources for complex needs
- High turnover of staff and volunteerism is tricky
- Lack of funding for counselling for families of missing and murdered
- Financial Benefits are dependent on criminal history of victim
- Concerns about privacy and anonymity
- Lack of awareness of victims services
- Lack of consistent practice across the province

What's Being Done

Family information liaison unit

- All Indigenous staff
- Work directly with families of missing or murdered Indigenous women and girls
- Help families navigate government systems to obtain information from police, courts, child services, medical examiner and other agencies
- Provide culturally safe emotional support and ceremonial opportunities for the family
- Regionalized – travel into the remote communities of the province to provide supports to families who do not have access to the urban centers

Indigenous Victims Outreach Specialists (IVOS)

- Targeted outreach initiative
- Goal is to have a consistent Victims Services in community to build trust, increase indigenous access to services and provide culturally safe practice
- First two positions were created in 2007, a third added in 2011
- We now have eight IVOS positions throughout the province

Funding

- Victims Services is currently conducting a review of the *Victims of Crime* legislation and funding process which will affect services and funding for families
- Recent announcements were made announcing increased funding for the busiest Victims Service Units
 - This includes a further \$1,000,000 for the Indigenous Victims Outreach

Healing gathering for families

- To bring families together in a safe place where they can share what is helpful and meaningful for them in understanding the loss of their loved one

Creation of ambiguous loss training

- Ambiguous Loss is a type of grief that is different from other types of grief. We are working to develop training for all provincial partners who support the families of missing persons

Missing persons peer support groups

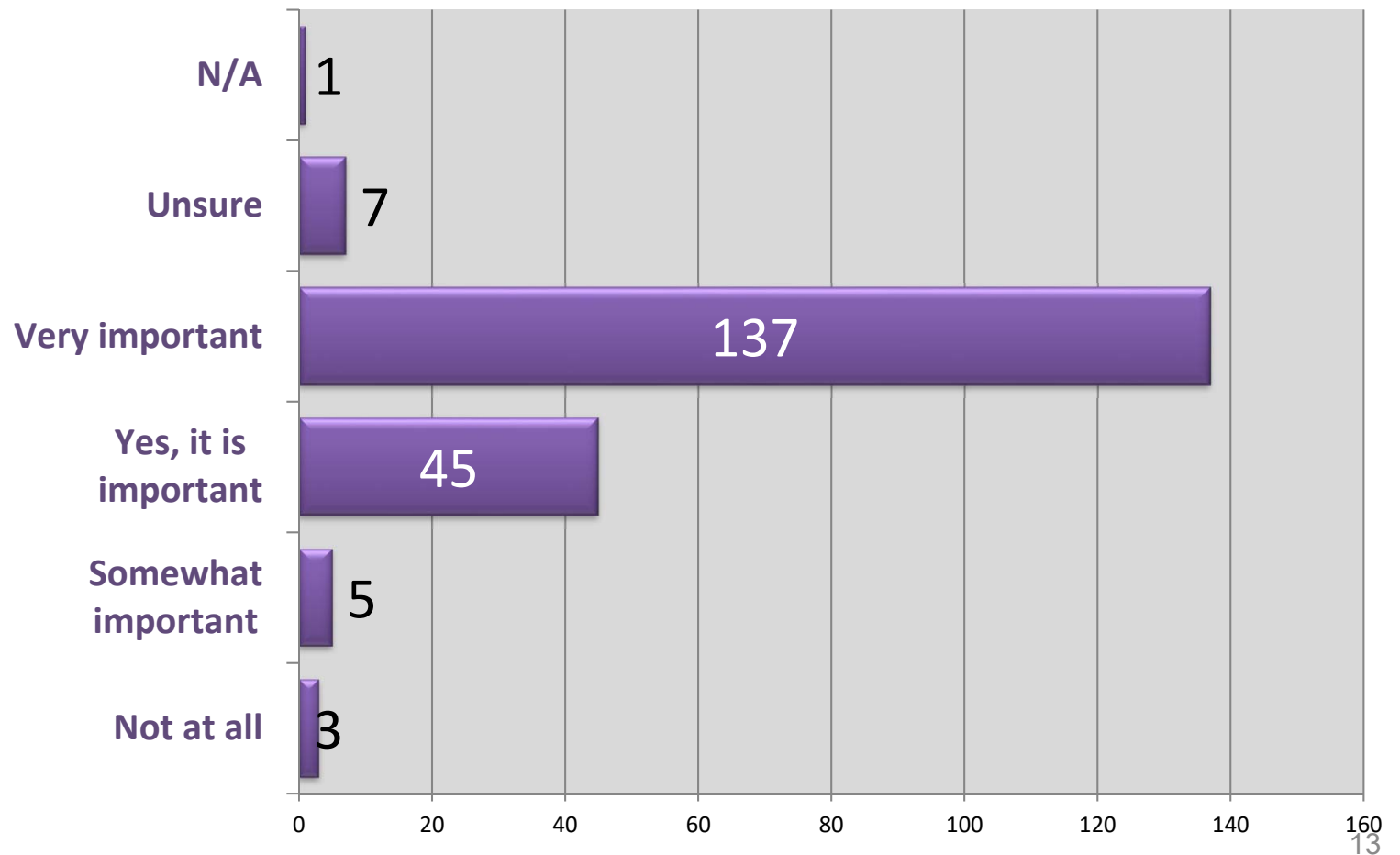
- coordinating with community partners and loved ones of missing persons to establish missing persons peer support groups

Professional Guides

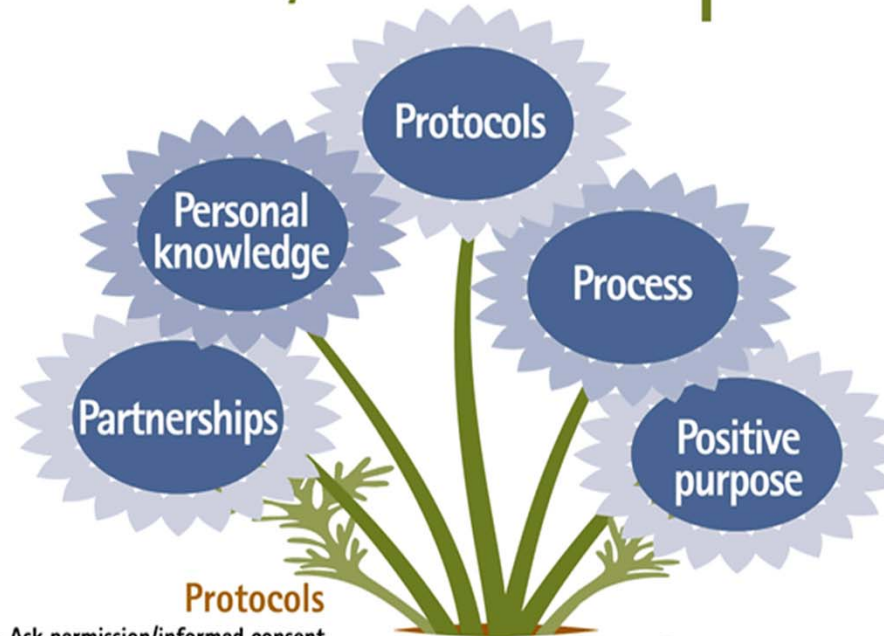
- Developing guides to assist victims services in supporting families of the missing and murdered
- Working to include information on youth and complex needs
- Working with Alberta Health Services to develop ambiguous loss training

What We Heard: Cultural Safety

In your opinion, how important is it to have services that are culturally sensitive and/or relevant available to Indigenous victims of crime?



Cultural Safety 5 Principles



Protocols

- Show respect – Ask permission/informed consent
- Seek cultural knowledge – Ask questions
- Demonstrate reciprocity – Learning goes both ways
- Engage community accompaniment – Find allies, mentors in community of practice

Personal knowledge

- Hone critical consciousness of social location/power
- Who are you? Cultural affiliations, professional persona
- Introduce yourself in terms of your cultural identities

Partnerships

- Engage in relational practice founded on authentic encounters
- Share knowledge vs. 'telling'
- Collaborative problem solving vs. expert/authority
- Strengthen mutual capacity vs. one-way 'delivery'
- Co-construct ways to move supports into place

Process

- Ensure equity and dignity for all parties
- Negotiate goals and activities
- Talk less, listen more

Positive purpose

- Build on strengths
- Avoid negative labelling
- Ensure confidentiality
- Be accountable
- Do no harm
- Make it matter: Ensure real benefits

What is Being Done: Cultural Safety Training

- Presentations to Victims Services staff and volunteers across the province to ensure culturally safe service delivery
- Created mandatory on-line training for all Victims Service
- Continue to work with the police to ensure they are aware of issues identified in the report and their behaviour is culturally safe
- Work is currently underway to expand cultural safety training to include Alberta Crown Prosecution Services, Court Services, and police services throughout the provinces.

Increased Focus on Safety and Prevention

- Safer Communities Initiative
- A partnership was developed with non-profit and private sector to offer an easy-to-use phone app to help protect vulnerable people.

Safer Communities Initiative



Who Can Benefit from the Program?

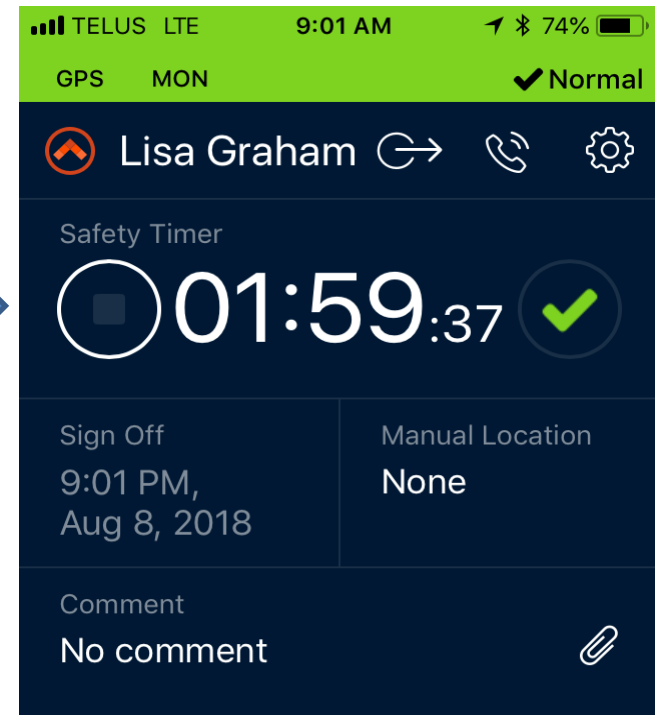
- Any individual who may be at risk for violence for any reason:
 - Walking alone
 - Domestic Violence
 - Hitch-hiking
 - Sex work
 - Any other risk...
- Any support agency staff who work remotely, travel, perform outreach or conduct home visits
- Anyone with an android or Apple smartphone with data or wifi

A Little About the Program:

- It's a phone app that provides emergency back-up to individuals at risk – for any reason
- It connects the client to a response centre, staffed by indigenous women from the Gitksan nation – in real time
- GPS locations are sent every 5 minutes when a client is logged in
- The client location is only available when they log in – they choose when to connect
- All information is protected and kept private – unless an emergency response is necessary – then the GPS location and any entered notes/images are shared for emergency response
- Offers a connection to a support network who can follow up with the client should an emergency occur
- There is no cost to any client or support agency

Three Main Components

- **Countdown timer**
 - When risk is moderate
- **Hazard timer**
 - When risk is increased
 - Can be set from 10 minutes to 2 hours by the client
- **Emergency button**
 - Immediate notification to emergency services



Select the mode you want to engage in by pressing one of the buttons below



What If They Don't Check In?

- **The client will be notified through the app before their safety timer expires. If they do not check in before it does:**
- **At check in time: a text will be sent to the client asking them to check in and 15 minutes grace period given**
- **At 15 minutes: they will be called and a second text sent**
- **At 20 minutes: they will be called a second time. If they do not answer, their emergency contact will be called**
- **At 25 minutes: they and their emergency contact will be called again**
- **At 30 minutes: the police will be called and notified of their last known whereabouts and asked to respond.**
- **The assigned agency is notified to follow up for any necessary aftercare**

What Information is Needed to Get Started?

- First and Last name
- Cell Phone Number
- Email address
- Email the above information to:
 - Lisa.Graham@gov.ab.ca or
 - Safercommunities@Ignitech.org
- The client will receive a confirmation email with directions on creating a password

APPENDICES 9

RCMP



ROYAL CANADIAN MOUNTED POLICE



Community Safety Plan



Royal Canadian Mounted Police Gendarmerie royale du Canada

Canada

Introduction

This document will contribute to developing a holistic safety plan that addresses the unique circumstances of our community.

The Process

A community-based approach means when implementing this initiative, community involvement should be encouraged. Your community's uniqueness and strengths should be recognized and respected. In order for this initiative to be successful, the process should be customized, cost-effective, sustainable, and community-paced meaning it is important to work within the community's timelines and according to its priorities (Public Safety Canada).

Before creating a community safety plan, we must establish a core group. Community safety planning brings together:

- Chief and council
- Community members
- Agencies and organizations (like health, social services, RCMP, etc...)

This core group can prioritize what needs to be done, and to plan, coordinate and deliver action to meet those priorities. Creating a core group ensures accountability.

Upon establishing a core group, our community should identify the important elements of the community. For example, elements like education, governance, cultural and spiritual beliefs etc... may be considered as important elements community.

Steps (Public Safety Canada)

1. Community Leadership: commitment/creation of the core group.
2. Planning with the core group.
3. Identify and prioritize the community risks and issues

Steps continued...

4. Community Mobilization: an aboriginal facilitator will deliver a series of workshops to the core group and action to be taken can be determined
5. Develop Community Safety Plan
 - Upon establishing a community safety plan guiding principles can be established, such as social justice and sustainability

Community Safety Plans

Community safety plans are plans that focus on priority issues that can be addressed collaboratively by the community. By creating a strategic plan for dealing with community safety issues, the capacity for community stakeholders to work together is increased. When creating a community safety plan, our community must define their priorities and the strategies to address safety issues.

A framework for this has been provided; see appendix.

The plan should include our community goals, activities to support each goal, timelines, the group or personnel responsible for each activity, and resources required for the activities. When setting goals it is important they are realistic and can be met with the existing resources.

Ultimately, a community safety plan should be built by the community. The plan should be inclusive and shared widely across the community. (Public Safety Canada)

Public Safety Canada recommends considering the following questions when building a community safety plan:

- Who is the community?
- What capacity does it currently have?
- What problems are the community currently addressing?
- What issues/problems still have to be addressed?
- What resources/assets exist to respond to the problems?
- Where should these resources/assets be assigned?
- What are the gaps?
- How do we fill the gaps?

Templates

Attached are some templates as well as additional information on community circles.



Appendix

Example of a community safety plan.

Priority Area: Crime and substance abuse

Community-voiced Concerns	Short-term Goals: April–June 2012	Mid-term Goals: July 2012–March 2013	Long-term Goals: 2013–2014
Sexual assault, neglect of children, physical fights happen when people drink People miss work days due to partying	<ul style="list-style-type: none"> Steering committee to determine immediate strategy regarding effects of alcohol Canvas places of work in the community to determine level of absenteeism 	<ul style="list-style-type: none"> Develop strategy with school Work with band directors and supervisors to determine common policy in regard to absenteeism; use school as model 	<ul style="list-style-type: none"> Plan, design, and distribute posters for community: personal right to safety, healthy children, negative effects of alcohol and drug abuse Develop list of opportunities (group meetings, Elders meetings, community meetings, craft nights, school events, etc.) for sharing stories and information about personal safety, sexual assault, neglect of children, effects of alcohol and drug abuse
Young women don't understand the damage drinking during pregnancy can do to their babies	<ul style="list-style-type: none"> Consult with health department to determine current practices to inform potential mothers about danger of drinking during pregnancy 	<ul style="list-style-type: none"> Ask health team to plan additional ways to inform community of dangers of drinking during pregnancy 	<ul style="list-style-type: none"> Establish methods to support and celebrate sobriety during pregnancy
Lose community workers due to stress of dealing with drinking and drug issues in the community; health concerns due to long-term drinking	<ul style="list-style-type: none"> Canvas former and current community workers to determine experience with work-related stress 	<ul style="list-style-type: none"> Summarize and strategize using canvassing results 	<ul style="list-style-type: none"> Clearly communicate employment policy to community; follow-up with supervisors Plan and carry out burnout prevention workshop in early spring
Medical patients miss appointments and get stranded in Prince George	<ul style="list-style-type: none"> Contact patient travel personnel at Prince George band office for missed medical appointment statistics 	<ul style="list-style-type: none"> Steering committee to meet with health services director to determine policies/strategies to deal with patient travel issues. 	<ul style="list-style-type: none"> Establish lines of action regarding patient travel: notice accompanies all travel documents, patients verbally informed of guidelines; specific patients receive warnings, etc.
Drinking and driving is dangerous	<ul style="list-style-type: none"> Steering committee meet with RCMP to discuss drinking and driving issues 	<ul style="list-style-type: none"> Communicate to community current provincial laws regarding consequences of drinking and driving 	<ul style="list-style-type: none"> Arrange a drinking and driving "snapshot" at each band meeting – personal testimonials, short video, celebration of safe driving month, report from RCMP, etc. Establish continuing classroom activities in school curriculum to teach children methods of safe driving and consequences of drinking and driving: drinking and driving awareness campaigns, drawing contests, etc.; involve RCMP
Sometimes drinking and drug use is due to boredom; increase recreation opportunities	<ul style="list-style-type: none"> Sometimes drinking and drug use is due to boredom; we need recreation opportunities 	<ul style="list-style-type: none"> Steering committee to meet with youth to discuss why various recreation programs and events in the past have not worked 	<ul style="list-style-type: none"> Arrange meeting with youth to determine as a group the actions needed to create effective recreation and activities for youth; door prize

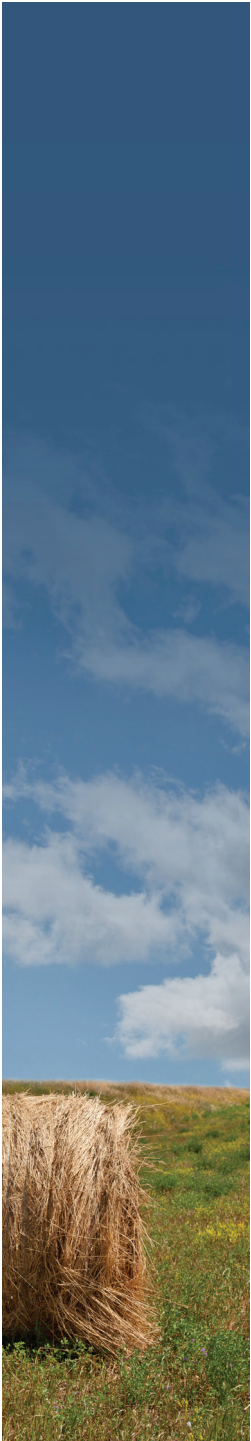
COMMUNITY WORKSHOP NOTICE

We are creating a Community Safety Plan to ensure that our community is a safe place.

A workshop is being held at _____ on _____ at _____.

For more information or to get involved, contact _____ at _____.





In some Aboriginal communities this has worked:

The HUB/COR Model:

-Like a community circle. The Hub is a team of designated staff from community agencies, police services, and community members who meet regularly to address specific situations regarding individuals and/or locations facing elevated levels of risk, as recognized across multiple disciplines, and develops immediate, coordinated and integrated responses through the mobilization of resources and services

-Multi-agency team that meets weekly; consists of:

RCMP/Municipal Police

Health Representatives

Social Services

Corrections

School Representatives

First Nation Representatives

-The purpose of the circle meeting is to discuss situations in which there is an acutely elevated expectation that early intervention will mitigate the risk.



APPENDICES 10

First Nations College Grant

Guidelines

First Nations College Access Grant

1. INTRODUCTION

The Government of Alberta is committed to working closely with five First Nations colleges in Alberta based on the principles of trust, openness, respect, and quality. The First Nations College Grant (FNCG) supports initiatives and activities that enhance basic skills, increase access, and improve both retention and learning outcomes for students.

In 2018, in addition to the provision of the FNCG, the Government of Alberta is implementing a one-time project grant program. The First Nations College Access Grant (FNCAG) supports initiatives that enhance learner access to learning opportunities but are not eligible for funding under the FNCG. The FNCAG may be expended over a term of 12 to 24 months and successful applications will include a sustainability plan that outlines how the access initiatives will be sustained beyond the term of the grant period.

Funding provided under the FNCG and the FNCAG supports activities, resources, and services related to *A Learning Alberta's* recommendations to ensure that Indigenous peoples are able to fully participate in further learning opportunities and to remove barriers to accessibility. The FNCG and the FNCAG also support the Government of Alberta's vision of adult learning, which is guided by the following principles: accessibility, affordability, quality, accountability and coordination. The Adult Learning System Principles can be found at: <http://eae.alberta.ca/ministry/about/new-adult-learning-principles/>

2. PRINCIPLES

The purpose of FNCG and the FNCAG is to support and sustain adult learning opportunities in an Indigenous context. First Nations colleges and Alberta Advanced Education embrace transparent practices and open communication, and agree to the following principles as the foundation for this grant:

- The activities supported by the grants will be relevant in culture and language, respectful of diversity and inclusion, and support the development of Indigenous knowledge.
- Activities will be planned, implemented, and evaluated from a student centered approach, and will be outcomes focused.
- A community-based education approach is the basis for all activities supported by the grant.
- The funding provided through these grants will be, flexible and responsive to institutional priorities.
- Colleges will be able to demonstrate that the initiatives, supports, and/or services implemented to mitigate or remove barriers will improve access to learning opportunities, will create an inclusive learning environment, and/or will enhance curricular access.
- The grant agreement and reporting processes will be administratively efficient and effective.
- Funding provided through these grants will complement other sources of funding, and 'in kind' resources.
- The grants will have associated accountability mechanisms in the form of annual or end-of-grant term reporting as appropriate.

3. ELIGIBILITY CRITERIA

3.1. Activities and Initiatives

The following activities are eligible under the FNCG:

- a. Develop and deliver literacy and essential skills, academic preparation for post-secondary studies, certificate, and diploma programs.
- b. Maintain and improve library and learning resources.
- c. Provide student services and supports, and cultural services.
- d. Research and curriculum development.
- e. Develop and support information technology.
- f. Faculty and staff development opportunities.
- g. Collaborative programming and other partnerships with other First Nations colleges or public institutions.
- h. Degree programs that are approved by the ministry.
- i. A portion of the grant includes a funding component to be used specifically for literacy initiatives.

The following activities are eligible under the FNCAG:

- Provide dual credit opportunities.
- Create barrier-free facilities, including washrooms, ramps, elevators, automatic doors, and classroom spaces, on the condition that:
 - i. the property at which the renovations are made, is owned by the direct recipient of the grant funding; or
 - ii. if the property at which the renovations are made is leased by the direct recipient of the grant funding, the grant recipient must provide assurance, to the satisfaction of the department, that the grant recipient has the owner's permission to proceed with the renovations and to maintain the same for the duration of the lease and subsequent leases.
- Ensure availability of reliable transportation service (e.g. van/bus rental).
Provide educational assessments and required assistive technologies and supports.

3.2. Grant Recipients

Grant recipients must be legal entities registered as non-profits in good standing with a minimum of two years under an Alberta or Canada Statute. In cases where the applying institution does not meet this requirement, a Legal Host, approved by Alberta Advanced Education, may receive the grant on behalf of the recipient.

The following First Nations adult education providers are eligible to apply for FNCG and FNCAG funding:

- Maskwacis Cultural College
- Old Sun Community College
- Red Crow Community College
- University nuhelot'įne thaiyots'į nistameyimâkanak Blue Quills (UnBQ)
- Yellowhead Tribal College

4. FINANCIAL REQUIREMENTS

All recipients receiving funding through the FNCG and the FNCAG must:

- a. Ensure the FNCG and the FNCAG are accounted for separately from other funds received. Any portion of the grant paid to the grant recipient, but not immediately required for the initiatives, must be invested in a separate interest-bearing account or other prudent investment with a reasonable return in such a manner that is readily reportable to the Minister.
- b. Use grant dollars only on approved expenses and only within the approved grant term.
Unapproved expenses are expenses incurred prior to approved start date and beyond term end date as set out in the Grant Agreement, including any extension agreed to by the Minister.
- c. Retain records of accounts, revenue, and expenses, and related documents for five years after conclusion of the grant term.
- d. Use the grants, and any interest or income earned on the grants, according to the *First Nations College Grant and First Nations College Access Grant Guidelines*.
- e. Submit an audited annual financial statement with the Activity Plan.
- f. ***Submit a written request for approval to transfer more than 15% from one approved budget expense category to another. Up to 15% of budgeted expenses as approved in the Activity Plan may be transferred from one category to another without prior written approval.***
- g. Return unexpended grant dollars to the Government of Alberta at the end of the grant term, or request approval from Alberta Advanced Education to carry-over grant dollars, providing the reason for the surplus in the final report and an explanation for how the dollars will be used.

4.1. First Nations College Grant - Eligible Expenses

In relation to the initiatives approved in the recipient's Activity Plan, the grant, as well as interest and income earned on grant dollars, can be used for the following:

- a. Operations: Expenses related to the operation of the institution, such as rent, supplies, insurance, legal fees, accounting expenses, janitorial services, IT support, utilities, and internet.
- b. Program delivery: Expenses related to the delivery of programs and services under the First Nations College Grant, such as advertising, and materials, resources and supplies.
- c. Staffing: Wages/salaries of instructional and non-instructional staff, and honoraria for Elders.
- d. Equipment: Expenses related to the purchase of movable furniture, fixtures, or equipment with no permanent connection to the structure of the building or utilities. Examples include desks, chairs, computers, electronic equipment, tables, and partitions.
- e. Professional development and training: Expenses related to PD and training for instructional and non-instructional staff, including course fees, travel, subsistence, and accommodation.

4.2. First Nations College Grant - Ineligible Expenses

The grant, as well as interest and income earned on grant dollars, cannot be used for the following:

- a. Other initiatives: To supplement initiatives, projects, or programs that fall outside of the *First Nations College Grant and First Nations College Access Grant Guidelines*.
- b. Learner subsidy: Grant dollars cannot be provided directly to learners or to cover tuition/registration fees.

- c. Capital: Expenses related to the purchase of land or buildings, the construction or renovation of a building, or the purchase of motor vehicles.
- d. Other ineligible expenses: Loan fees, debt principal payments, deficit funding, and speculative fundraising ventures.

4.3. First Nations College Access Grant - Eligible Expenses

In relation to the initiatives approved in the recipient's Activity Plan, the grant, as well as interest and income earned on grant dollars, can be used for the following:

- a. Program delivery: Expenses related to the delivery of dual credit courses/programs.
- b. Staffing: Wages/salaries of instructional and honoraria for Elders related to the delivery of dual credit courses programs.
- c. Rental of van/bus for provision of student transportation to improve access to learning and reduce absenteeism.
- d. Materials, supplies, and equipment required to complete the access project.
- e. Contractor/sub-contractor expenses related to the access project.
- f. Psycho educational assessment fees
- g. Assistive technology and relevant curricular access supports.
- h. Professional development related to enhancing curricular access for learners.

4.4. First Nations College Access Grant - Ineligible Expenses

The grant, as well as interest and income earned on grant dollars, cannot be used for the following:

- a. Other initiatives: To supplement initiatives, projects, or programs that fall outside of the First Nations College Grant and First Nations College Access Grant Guidelines.
- b. Learner subsidy: Grant dollars cannot be provided directly to learners or to cover tuition/registration fees.
- c. Capital: Expenses related to the purchase of land or buildings, the construction of a building, .
- d. Other ineligible expenses: Loan fees, debt principal payments, deficit funding, and speculative fundraising ventures.
- e. Expenses that are eligible for a rebate.
- f. Expenses covered under an existing program.
- g. Activities related to raising additional funds for access projects.

5. ADMINISTRATIVE REQUIREMENTS

All recipients receiving funding through the First Nations College Grant and the First Nations College Access Grant must:

- a. Adhere to the contents of the *First Nations College Grant and First Nations College Access Grant Guidelines* developed by Innovation and Advanced Education for the First Nations College Grant and the First Nations College Access Grant.
- b. Insure the operations of the institution under a contract of general liability insurance, in an amount not less than \$2,000,000 inclusive per occurrence, insuring against bodily injury, personal injury and property damage.

- c. Acknowledge that programs and services were made possible by funding from the Government of Alberta on all materials that are printed, produced, or created, such as reports, advertising, signage, brochures, websites, and videos.
- d. Develop and submit annual activity plans and reports, including financial reports, in a format specified by Alberta Advanced Education.
- e. Ensure the learning opportunities, supports, and services supported by the First Nations College Grant meet needs, benefit learners, are provided in a cost-effective manner to maximize the use of public funds, and are provided in cooperation with other related organizations in the community.
- f. Ensure that all staff and volunteers who work with or have the potential to have unsupervised access to vulnerable persons or personal information of vulnerable persons, have had a valid police information check, criminal record check, vulnerable sector check, or other security screening protocol(s) currently used by the recipient.

5.1. Application Process

The applying institution must submit Activity Plans as follows:

- a. Activity Plans must be mailed to the Indigenous and Community Connections (ICC) branch by **April 1**. ICC will send out Activity Plan templates in advance of the due date.
- b. ICC staff will review Activity Plans with respect to the funding criteria outlined above, and clarify information with representatives from the institutions. Additional information may be requested.
- c. Institutions may collaborate on initiatives and describe these initiatives in the Activity Plan. ***If a brokering or collaborating arrangement is proposed as one of the activities, a copy of the agreement must be attached to the Activity Plan.***
- d. Activity Plans must be signed by two representatives with signing authority for the institution, and the Legal Host if applicable.

5.2. Reporting Requirements

The recipient of the grant is required to submit Final Reports as follows:

- a. Final Reports must be mailed to the ICC branch by **August 31**. ICC will send out Final Report templates in advance of the due date.
- b. ICC staff will review Final Reports with respect to the approved Activity Plan, and clarify information with representatives from the institutions. Additional information may be requested.
- c. Final Reports must be signed by two representatives with signing authority for the institution, and the Legal Host if applicable.

6. CONTACT INFORMATION

Indigenous and Community Connections
Alberta Advanced Education
11th Floor, Commerce Place
10155 – 102 Street NW
Edmonton, Alberta T5J 4L5

Pamela Cunningham, Director
Phone: 780-422-6140
Email: Pamela.M.Cunningham@gov.ab.ca

Iona Neumeier, Manager
Phone: 780-427-5724
Email: iona.neumeier@gov.ab.ca

APPENDICES 11

**First Nations Women's Council on Economic Security
Presentation to the House of Commons Standing Committee
on the Status of Women
June 6, 2017
7:45AM**

Introduction:

- Good morning.
- Thank you for the opportunity to present to your committee.
- My name is Tracy Lee, and I am the Chair of the First Nations Women's Council on Economic Security.
- And my name is Marlene Poitras, a fellow member of the Council.
- The Government of Alberta established the Council to provide advice and recommendations to the province to improve the lives of Indigenous women in Alberta.
- The Council provides a unique perspective on matters impacting Indigenous women and communities.
- Past recommendations include:
 - Developing an educational tool kit for Indigenous parents,
 - Supporting anti-violence programs, and

- Leadership and empowerment programs for young Indigenous women and girls.
- As a result, the Alberta government has responded by funding the Moose Hide Campaign and the I Am a Kind Man initiative.
- These are anti-violence initiatives that use traditional values and engage men and boys in ending violence against Indigenous women and girls.
- Alberta also funded a ‘train the trainer’ workshop to provide leadership and empowerment programs for young Indigenous women and girls.
- However, much more remains to be done, and the federal government is integral to this work, which is why we are here today.
- I would like to share a story that demonstrates the reality that Indigenous women in Alberta face.
- Recently, a mother came to one of our Council members with a difficult situation.
- As a single mother living on reserve, she had to decide between a higher-paying job off-reserve with potential for

career growth, or a lower-paying and less fulfilling job on-reserve.

- If she took the off-reserve job, her child care benefits would decrease, she would pay more in taxes, have to travel one hour each way, and require full day childcare.
- If she took the on-reserve job, she would have a less fulfilling job without the same opportunities for career growth. However, she would save in childcare, fuel, etc. as well as maintain tax-free status.
- This woman was more fortunate than many other Indigenous women but she was still forced to make this difficult choice.

Demographic Profile

- Indigenous women in Alberta are forced to make hard choices every day.
- 29% of Alberta's Aboriginal women possess no educational certificate, diploma, or degree, compared to only 10% of Non-Aboriginal women. Their unemployment rate is nearly 11%, compared to only 4.5% for Non-Aboriginal women.

- At the time of the 2006 Census, based on before-tax incomes, more than 36% of Aboriginal women, compared to 17% of non-Aboriginal women, were living in poverty.
- Indigenous women on-reserve face even greater challenges. They are less likely to possess an educational degree, more likely to be living in crowded or inadequate housing, and take home income that is significantly less than those living off-reserve.
- When looking at the numbers, it is clear that barriers to economic security for Indigenous women continue to exist in Alberta.
- Research by Blue Quills University found the Western concept of economy measures success through monetary and personal gain.
- However, the Indigenous concept of economy focuses more on how we take care of each other.
- It's about reciprocity, sustainability, and collective success.
- The First Nations and Metis Women's Economic Security Councils have defined economic security as "having access to the resources and supports that contribute to physical, mental, emotional and spiritual well-being and give women the ability to

provide the basic needs for their families in safe and secure communities and access to opportunities to participate in the provincial economy.”

- Indigenous women and girls deserve the same opportunities to build healthy, successful and safe lives, as all other women in Canada.
- In Alberta, Indigenous women have lower rates of education and employment, and are more likely to face violence than non-Indigenous women.
- Some areas in drastic need of attention include:
 - improving access to quality health, including mental health services for Indigenous women;
 - increasing educational opportunities by working to improve high school graduation rates for Indigenous girls;
 - countering societal narratives that devalue Indigenous women; and
 - providing support for Indigenous women who move to urban centres.
- Communities and governments have a role to play in creating greater success and improving the lives of Indigenous women.

- All levels of government should engage Indigenous people in the establishment of Indigenous indicators of success.
- Funding and programming should not just follow market trends, but should consider safety, family, health and wellness, and relationships.
- Education systems should reflect traditional and current models of knowing and learning.
- Canada can and should change the way it delivers and evaluates programs and services for Indigenous people in keeping with our values and Indigenous world view.

Conclusion

- In closing, we want to reiterate these points:
 - Indigenous women in Alberta continue to face numerous barriers to economic security.
 - The federal government has a role to play in addressing these barriers, and chief among them is the discrepancy in funding and services provided to the Indigenous and non-Indigenous population.

- The lives of Indigenous women and girls must be valued, and respected; every Indigenous woman and girl deserves access to opportunities to enrich their lives.
- Thank you very much for giving the Council the time to share some of our views of economic security.
- We look forward to seeing what will come out of this committee's work.

APPENDICES 12



Grant payment disclosure

Ministry: LABOUR You can hover your mouse over some column headings for more information							
Ministry	Departments and Agencies	Payment Made To	Program	Amount	Payment Date	Fiscal Year	Lottery Fund
LABOUR	LABOUR	WOMEN'S CENTRE OF CALGARY	CA JOB GRANTS TRAINING	\$252.66	28-Apr-2017	2017 - 2018	N
LABOUR	LABOUR	WOMEN BUILDING FUTURES SOCIETY	WORKFORCE ATTRACTION RETENTION	\$247,500.00	14-Jul-2017	2017 - 2018	N
LABOUR	LABOUR	WOMEN'S CENTRE OF CALGARY	CA JOB GRANTS TRAINING	\$252.67	4-Aug-2017	2017 - 2018	N
LABOUR	LABOUR	WOMEN IN NEED SOCIETY OF CALGARY	SUMMER TEMP EMPLOYMENT PROG	\$4,746.00	22-Sep-2017	2017 - 2018	N
LABOUR	LABOUR	WOMEN IN FILM & TELEVISION ALBERTA ASSOCIATION	WORKFORCE CONSULTANTS - LMDA	\$20,050.00	22-Sep-2017	2017 - 2018	N
LABOUR	LABOUR	WOMEN BUILDING FUTURES SOCIETY	WORKFORCE ATTRACTION RETENTION	\$247,500.00	13-Oct-2017	2017 - 2018	N
LABOUR	LABOUR	WOMEN IN NEED SOCIETY OF CALGARY	CA JOB GRANTS TRAINING	\$1,066.00	27-Oct-2017	2017 - 2018	N
LABOUR	LABOUR	WOMEN BUILDING FUTURES SOCIETY	SUMMER TEMP EMPLOYMENT PROG	\$8,492.75	19-Dec-2017	2017 - 2018	N
LABOUR	LABOUR	WOMEN BUILDING FUTURES SOCIETY	WORKFORCE ATTRACTION RETENTION	\$247,500.00	27-Dec-2017	2017 - 2018	N
LABOUR	LABOUR	WOMEN'S CENTRE OF CALGARY	CA JOB GRANTS TRAINING	\$963.60	9-Feb-2018	2017 - 2018	N

1 - 10 of 14 items

This data is also available in a number of formats on the [Alberta Open Government website](#)



Grant payment disclosure

Ministry: LABOUR You can hover your mouse over some column headings for more information							
Ministry ▲	Departments and Agencies ▲	Payment Made To ▼	Program ▼	Amount ▼	Payment Date ▼	Fiscal Year ▼	Lottery Fund ▼
LABOUR	LABOUR	WOMEN BUILDING FUTURES SOCIETY	CA JOB GRANTS TRAINING	\$381.40	31-Jul-2018	2018 - 2019	N
LABOUR	LABOUR	WOMEN'S CENTRE OF CALGARY	CA JOB GRANTS TRAINING	\$465.33	17-Aug-2018	2018 - 2019	N
LABOUR	LABOUR	WOMEN BUILDING FUTURES SOCIETY	CA JOB GRANTS TRAINING	\$10,000.00	11-Sep-2018	2018 - 2019	N
LABOUR	LABOUR	WOMEN BUILDING FUTURES SOCIETY	CA JOB GRANTS TRAINING	\$1,099.33	11-Sep-2018	2018 - 2019	N
LABOUR	LABOUR	WOMEN BUILDING FUTURES SOCIETY	CA JOB GRANTS TRAINING	\$1,862.00	8-Jun-2018	2018 - 2019	N
LABOUR	LABOUR	WOMEN BUILDING FUTURES SOCIETY	CA JOB GRANTS TRAINING	\$1,099.33	8-Jun-2018	2018 - 2019	N
LABOUR	LABOUR	WOMEN BUILDING FUTURES SOCIETY	CA JOB GRANTS TRAINING	\$3,194.00	22-Jun-2018	2018 - 2019	N
LABOUR	LABOUR	WOMEN'S CENTRE OF CALGARY	CA JOB GRANTS TRAINING	\$581.67	26-Jun-2018	2018 - 2019	N
LABOUR	LABOUR	WOMEN'S CENTRE OF CALGARY	CA JOB GRANTS TRAINING	\$232.67	20-Jul-2018	2018 - 2019	N

1 - 9 of 9 items

This data is also available in a number of formats on the [Alberta Open Government website](#)

APPENDICES 13



Treaty 8 First Nations World Café Poster: Treaty 8 First Nations of Alberta hosted a World Café from August 14 to 16, 2017, with Elders, leadership, and technicians to set the foundation for the protocol process. This diagram illustrates Treaty 8 First Nations' grassroots input an collaboration which will inform the priorities for each of the protocol Tables.

ANNUAL REPORT

September 2017 to April 2018

PROTOCOL AGREEMENT



On April 26, 2016, Treaty 8 First Nations of Alberta met with Premier Rachel Notley to sign a Protocol Agreement respecting future meetings between the Province of Alberta and the Chiefs of Treaty 8 First Nations. A commitment was made to consider action-oriented solutions that support the communities of Treaty 8. Both parties agree that changes must occur so everyone, First Nations and Albertans, live in prosperous, healthy communities.

Based on a renewed relationship, Tables dealing with the following matters were established upon the signing of this Protocol: *Women and Children; Consultation; Development and Environment; Economy and Employment; Education; Health; and Infrastructure.*



Protocol Table on Health Update Report

Chiefs

- Chief James Badger
- Chief Gordon T. Auger
- Vacant Chief position

Minister

- Honourable Sarah Hoffman

Senior Officials

- Justin Riemer, Assistant Deputy Minister, Innovation and Strategic Operations Division, Health, Province of Alberta (Current SO)
- Lara McClelland, Executive Director, Strategic Policy and Indigenous Health, Health, Province of Alberta (SO Designate)
- Scott Harris, Executive Director, Planning and Operations Branch, Health, Province of Alberta (Previous SO)
- Rarihokwats, Treaty 8 First Nations of Alberta
- Gwen Muskwa, Treaty 8 First Nations of Alberta

Minister and Chiefs meeting – December 6, 2017

Treaty 8 First Nations of Alberta and Alberta Health endorsed the 'Health Protocol Table Work Plan' which establishes the framework to directly increase Treaty 8 input into programs and policies, as well as create networks and structures that can be sustained over time.

Of the 13 priorities identified in the Work Plan, five achievable priorities with tangible results over the short and medium term were agreed to that will be the focus for 2018/19.

The 2017/18 priorities included:

- anti-racism and cultural sensitivity training;
- data-collection;
- increased access to services and supports through capital development of a 24 Nations Lodge;
- increase access to services and programs through a Youth and Family Treatment Facility; and
- design and implement solutions to address opioid use and save lives.

Key Messages

- The Health Protocol Table provides the forum for information exchange and discussion with the goal of identifying mutually agreeable priorities.
- Alberta Health provided funding for a Health Table Coordinator position to Treaty 8 First Nations of Alberta.
- Relationships between Treaty 8 and Alberta Health have strengthened over this period with regular meetings between Minister and Chiefs, as well as Senior Officials.
- Treaty 8 First Nations of Alberta and Alberta Health developed and endorsed a long-term Work Plan with 13 strategic priorities including racism, mental health, youth and family treatment centre, long term care, physician services, First Nations Hospital, Elders Lodge, Primary Care, Ambulance Services, Dental Services and a 24 Nations Lodge.



Work Plan Protocol Table Senior Official Update

Of the 13 priorities identified in the Work Plan, Alberta Health and Treaty 8 First Nations of Alberta agreed to work on five priorities in the short and medium term. Progress on these priorities includes:

- Anti-racism and cultural sensitivity training: The Minister directed Alberta Health Services (AHS) to adopt mandatory anti-racism and cultural sensitivity training for all AHS staff. Treaty 8 Elders Focus Group delivered the first of many Treaty 8 Awareness Workshops to Alberta Health, AHS and Indigenous Relations employees on March 26, 2018. Culture, way of life, health and environment, racism and challenges in health care were a few of the topics of discussion at the workshop.
- Data collection and analysis: Efforts to understand the health status and health outcomes of Treaty 8 First Nation are underway.
- Improved access to accommodations for families accessing services in urban settings (24 Nations Lodge): Treaty 8 has developed a business plan proposal for a '24 Nations Lodge'.
- Opioids: Alberta Health has provided \$725,000 to support community-based proposals that support culturally safe and appropriate opioid related initiatives in Treaty 8.
- Improved access to primary health care: Alberta Health is providing \$600,000 over the next two years to support primary care, via nurse practitioners, serving the Wabasca community in Treaty 8 territory.

APPENDICES 14

Protocol Table on Health Update Report

Chiefs

- Chief James Badger
- Chief Gordon T. Auger
- Vacant Chief position

Minister

- Honourable Sarah Hoffman

Senior Officials

- Justin Riemer, Assistant Deputy Minister, Innovation and Strategic Operations Division, Health, Province of Alberta (Current SO)
- Lara McClelland, Executive Director, Strategic Policy and Indigenous Health, Health, Province of Alberta (SO Designate)
- Scott Harris, Executive Director, Planning and Operations Branch, Health, Province of Alberta (Previous SO)
- Rarihokwats, Treaty 8 First Nations of Alberta
- Gwen Muskwa, Treaty 8 First Nations of Alberta

Minister and Chiefs meeting – December 6, 2017

Treaty 8 First Nations of Alberta and Alberta Health endorsed the 'Health Protocol Table Work Plan' which establishes the framework to directly increase Treaty 8 input into programs and policies, as well as create networks and structures that can be sustained over time.

Of the 13 priorities identified in the Work Plan, five achievable priorities with tangible results over the short and medium term were agreed to that will be the focus for 2018/19.

The 2017/18 priorities included:

- anti-racism and cultural sensitivity training;
- data-collection;
- increased access to services and supports through capital development of a 24 Nations Lodge;
- increase access to services and programs through a Youth and Family Treatment Facility; and
- design and implement solutions to address opioid use and save lives.

Key Messages

- The Health Protocol Table provides the forum for information exchange and discussion with the goal of identifying mutually agreeable priorities.
- Alberta Health provided funding for a Health Table Coordinator position to Treaty 8 First Nations of Alberta.
- Relationships between Treaty 8 and Alberta Health have strengthened over this period with regular meetings between Minister and Chiefs, as well as Senior Officials.
- Treaty 8 First Nations of Alberta and Alberta Health developed and endorsed a long-term Work Plan with 13 strategic priorities including racism, mental health, youth and family treatment centre, long term care, physician services, First Nations Hospital, Elders Lodge, Primary Care, Ambulance Services, Dental Services and a 24 Nations Lodge.



Work Plan Protocol Table Senior Official Update

Of the 13 priorities identified in the Work Plan, Alberta Health and Treaty 8 First Nations of Alberta agreed to work on five priorities in the short and medium term. Progress on these priorities includes:

- Anti-racism and cultural sensitivity training: The Minister directed Alberta Health Services (AHS) to adopt mandatory anti-racism and cultural sensitivity training for all AHS staff. Treaty 8 Elders Focus Group delivered the first of many Treaty 8 Awareness Workshops to Alberta Health, AHS and Indigenous Relations employees on March 26, 2018. Culture, way of life, health and environment, racism and challenges in health care were a few of the topics of discussion at the workshop.
- Data collection and analysis: Efforts to understand the health status and health outcomes of Treaty 8 First Nation are underway.
- Improved access to accommodations for families accessing services in urban settings (24 Nations Lodge): Treaty 8 has developed a business plan proposal for a '24 Nations Lodge'.
- Opioids: Alberta Health has provided \$725,000 to support community-based proposals that support culturally safe and appropriate opioid related initiatives in Treaty 8.
- Improved access to primary health care: Alberta Health is providing \$600,000 over the next two years to support primary care, via nurse practitioners, serving the Wabasca community in Treaty 8 territory.