NWAC ACTION PLAN

OUR CALLS, OUR ACTIONS

2021

NWAC's Action Plan to End the Attack Against Indigenous Women, Girls, and Gender-Diverse People

NWAC.CA

TITLE OF OUR COVER ARTWORK:

MISSING AND MURDERED INDIGENOUS WOMEN

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IN THE ARTIST'S WORDS:

This piece was created for the Native Women's Association of Canada for their action plan, ***Our Calls, Our Actions,*** regarding Missing and Murdered Indigenous Women, Girls, and Gender-Diverse People. The number four is featured throughout this piece to represent the four directions; there are four main women and four animals at the centre of this piece.

The four animals featured are the wolf, the eagle, the bear, and the buffalo. These are the animals used to symbolize the four directions. The four women featured are wearing red dresses, a symbol for MMIWG. The red hand print on the woman's face symbolizes the voices of the missing and murdered women being silenced.

The women are various ages to show that this is an issue that affects all generations. I included subtle nods to some of the various Indigenous people all over Canada to show that this is an issue that affects all Indigenous Peoples. The young girl in the front is wearing a Métis sash, the woman on the left is wearing traditional Inuit clothing, the woman in the back represents the Woodlands, and the grandmother represents the West Coast. The tipis on the shawl in the background are a nod to the Prairies. The woman in the background is meant to represent the ancestors, watching over our current generations. The background behind her is dark, representing the severity of the situation. Her shawl serves as a light backdrop to the main figures, which is meant to symbolize hope in this tragic situation.

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THE INDIGENOUS WOMEN OF CANADA ***DEMAND*** AN END TO THE GENOCIDE THAT CONTINUES TO THREATEN THEIR LIVES

THE GENOCIDE MUST BE STOPPED. THAT IS THE BOTTOM LINE!

As we press forward to address the alarmingly high number of missing and murdered First Nations, Métis, and Inuit women in Canada, the Native Women's Association of Canada (NWAC) is using its voice to put an end to this genocide– the crimes against Indigenous women that continue to take lives and destroy many others from the loss, trauma, and grief.

From loss of culture and identity to residential and day schools to the Sixties Scoop to Sisters In Spirit to the launch of the National Inquiry, NWAC has represented and defended the human rights of Indigenous women in this country for 47 years.

Our grassroots members know the horror of being told that their mothers, daughters, sisters, and aunties have died at the hands of killers. They have seen women they love walk out the door, never to return. They have lived the agony of regular phone calls that suddenly stopped, only to be replaced by silence.

Families have told us that the time for talking about what could be done to end the violence has come and gone, and that now is the time for action.

We agree. It is time to wait no more. It is time to move away from state dependence to independence and self-determination. It is time.

01 THE GENOCIDE MUST BE STOPPED. THAT IS THE BOTTOM LINE!

Indigenous women in Canada today are seven times more likely than non-Indigenous women to be a victim of murder and three times more likely to be violently or sexually assaulted.

The Sisters In Spirit campaign (2005–2010) gathered qualitative and quantitative information to produce the first national database of missing and murdered Indigenous women in Canada. Our research identified the names of 582 Indigenous women and girls—of whom one-third had been confirmed as missing and two-thirds as murdered—which we knew, even then, represented just a fraction of the lives taken. Spurred by our findings, the Royal Canadian Mounted Police issued a report in 2014 that said 1,017 murders of Indigenous women had been reported to police across Canada between 1980 and 2012, and another 164 women had been reported missing and never been found.

At NWAC, we know those numbers did not adequately depict the magnitude of the genocide. We know that too many murders are wrongly attributed to suicide or accident. We know that, too often, the names of missing women are simply not listed in police files. And, we know that many missing persons are not reported to the police due to the ongoing breach of trust.

But the RCMP report still served as an official acknowledgement of what Indigenous Peoples have been saying for decades—that First Nations, Métis, and Inuit women are being killed in numbers grossly disproportionate to the size of their population.

In a groundswell, others joined us in our demands for the power of governments to be brought to bear on the issue. There were rising calls for a national inquiry to document the scope of the violence and to chart a path to ending it.

In the summer of 2016, those calls were heeded. The federal government announced that the National Inquiry into Missing and Murdered Indigenous Women and Girls would be held to determine the systemic issues why so many Indigenous women, girls, and gender-diverse people have gone missing or are murdered each year.

The Final Report of the National Inquiry offered 231 Calls for Justice in hopes that Canada would find ways to stop the killings, and for the healing to begin.

The inaction by the government, after the National Inquiry released its Final Report, was extremely disappointing. Indigenous women wanted cold cases to be reopened. They wanted to know what had happened to their missing and murdered loved ones. They wanted assurances that governments were going to meet their constitutionally mandated responsibility for ensuring their safety. They wanted perpetrators to be brought to justice.

It is time for those hopes to be realized.

THE FINAL REPORT OF THE NATIONAL INQUIRY OFFERED **231 CALLS FOR JUSTICE** in hopes that Canada would find ways to stop the killings, and for the healing to begin, and for human rights to be respected.

02 NATIONAL INQUIRY CHARTS A COURSE TO END THE VIOLENCE WITH 231 CALLS FOR JUSTICE

The National Inquiry into Missing and Murdered Indigenous Women and Girls spent more than two and a half years investigating the systemic issues as to why so many First Nations, Inuit, and Métis women die violently.

Chief Commissioner Marion Buller and her fellow commissioners, Michèle Audette, Brian Eyolfson, and Qajaq Robinson, took the evidence of more than 2,380 family members of victims, survivors of violence, experts, Elders, and Knowledge Holders.

They held hearings across the country. They built their findings on the foundations of previous investigations such as the Royal Commission on Aboriginal Peoples, which released its report in 1996, and the Truth and Reconciliation Commission, which published its 98 Calls to Action in 2015.

And, they listened to experts. NWAC submitted 61 recommendations to the National Inquiry, many of which are reflected in the Inquiry's final report.

In *Reclaiming Power and Place: The Final Report of the National Inquiry Into Missing and Murdered Indigenous Women and Girls,* issued on June 3, 2019, the commissioners found: "This violence amounts to a race-based genocide of Indigenous Peoples, including First Nations, Inuit and Métis, which especially targets women, girls and 2SLGBTQQIA people. This genocide has been empowered by colonial structures, evidenced notably by the Indian Act, the Sixties Scoop, residential and day schools, and breaches of human and Inuit, Métis and First Nations rights, leading directly to the current increased rates of violence, death, and suicide in Indigenous populations."

The commissioners said that, despite their best efforts, there was no way to determine the exact number of Indigenous women, girls, and gender-diverse people who had been murdered or who had gone missing over the decades because many of the crimes had likely gone unrecorded.

They also said an absolute paradigm shift is required to dismantle the colonialism within Canadian society and at all levels of government, and within public institutions that are responsible for perpetuating the violence.

THE INQUIRY'S FINAL REPORT SPANS MORE THAN 1,000 PAGES AND MAKES 231 CALLS FOR JUSTICE THAT, TOGETHER, COMPRISE A ROAD MAP TO END THE KILLINGS. THEY ARE NOT RECOMMENDATIONS. THEY ARE LEGAL IMPERATIVES.

These legal imperatives provide the federal government with the actions that must be taken to meet its Constitutional duty to protect the Indigenous women of Canada. This responsibility is also enshrined in international conventions and declarations such as the United Nations Declaration on the Rights of Indigenous Peoples.

Countries that have been found to have committed genocide have moral and legal obligations to end it and to make reparations.

While the 231 Calls for Justice are aimed at a wide range of actors—including provincial, territorial, and municipal governments, the media, health providers, the transportation and hospitality industries, police services, lawyers, educators, social workers, resource industries, correctional officers, and the Canadian public—it is the federal government that has the overarching fiduciary responsibility for ensuring that they are enacted.

THE FIRST CALL FOR JUSTICE DEMANDS THAT A NATIONAL ACTION PLAN BE CREATED BY GOVERNMENTS IN PARTNERSHIP WITH INDIGENOUS PEOPLES TO ADDRESS THE VIOLENCE.

IT IS TIME FOR THAT CALL TO BE MET.

03 THE NATIVE WOMEN'S ASSOCIATION OF CANADA'S ACTION PLAN

TO END THE GENOCIDE AND START THE HEALING PROCESS FOR INDIGENOUS WOMEN

THE INDIGENOUS WOMEN OF CANADA CAN NO LONGER WAIT FOR GOVERNMENTS TO ACT. THEIR LIVES, AND THOSE OF THEIR MOTHERS, DAUGHTERS, SISTERS, AND AUNTIES, HAVE BEEN SIDELINED FOR TOO LONG.

OUR MEMBERS—THE GRASSROOT FIRST NATIONS, MÉTIS, AND INUIT WOMEN OF CANADA— HAVE TOLD US THEY WANT REAL ACTION.

AND THEY WANT IT NOW.

There can be no more aspirational documents. There can be no more playing around the edges of this genocide. The next steps must be concrete, actionable, costed, and quickly put into effect.

We know what those steps are because they have been spelled out for us by the families and provided to by the commissioners of the National Inquiry. They are the 231 Calls for Justice.

As the largest national Indigenous women's organization representing Indigenous women from coast to coast to coast, it is NWAC's responsibility to respond to the demands of our members. We cannot impose an action plan upon governments or other parties. But we can create a plan that we can carry out ourselves, with the support and partnerships of community.

That is what has been prescribed by the commissioners of the National Inquiry into Missing and Murdered Indigenous Women and Girls.

The commissioners said a decolonizing approach must be taken to end this crisis and that, while governments and others have a role to play, it is the Indigenous women themselves who must guide the process through self-determination and self-governance. This means we need a fundamental change in the funding model from unstable short-term to stable, long term funding.

This can no longer be left in the hands of governments to manage and administer.

At NWAC, we have been serving Indigenous women in Canada for 47 years. We are uniquely positioned to understand their wants and needs. We have a responsibility to ensure those wants and needs are met and that human and Indigenous rights are respected.

We are asserting our jurisdiction over this process by developing and implementing this action plan.

For that reason, we held a national roundtable to obtain the advice of grassroots Indigenous women and gender-diverse people about how to proceed on the 231 Calls for Justice. At that roundtable, they laid out their priorities. We listened to them.

We also listened to the families of victims and to the survivors, to experts, to Elders, and to Indigenous communities to determine which of the 231 Calls for Justice are the most urgent.

04 A PLAN FOR ACTION

WE TOOK THAT COUNSEL AND FORMED IT INTO A PLAN WITH SHORT-, MEDIUM-, AND LONG-TERM ACTIONS THAT WILL MAKE A REAL DIFFERENCE IN THE LIVES OF INDIGENOUS WOMEN, GIRLS, AND GENDER-DIVERSE PEOPLE.

THE RESULT IS A LIST OF OVER **65 CONCRETE ACTIONS**

that we can act upon quickly to improve the safety of First Nations, Métis, and Inuit women in Canada, and that will help them to begin the process of healing from decades of violence.

Our approach is holistic, it is decolonized, and it is trauma-informed.

We will take the actions that are needed to end the violence—the genocide—by upholding dignity and justice for Indigenous women, girls, and gender-diverse people in ways that are grounded in healing, culture, land, language, and community.

05

A MESSAGE FROM THE NATIVE WOMEN'S ASSOCIATION OF CANADA:

INDIGENOUS WOMEN ARE TAKING ACTION

THIS IS OUR ACTION PLAN.

It is informed by the 231 Calls for Justice, which came from the voices of the families and survivors. It is also informed by our National Roundtable on Missing and Murdered Indigenous Women that was held in January 2020 with grassroots members to identify priority areas in response to the 231 Calls for Justice.

It has also been created with advice from Advisory Committees, NWAC's grassroots members and with the wisdom and advice of our board members.

This plan, which includes more than 65 concrete and costed actions, is meant to connect with the work that is being led by families and survivors and by First Nations, Métis, and Inuit governments. It is also intended to support, and be supported by, the efforts of other Indigenous women's groups, the governments of the provinces and territories, the Government of Canada, and other organizations.

There is a role for all to play as this country takes a stand to end the genocide that is taking lives and ripping families and communities apart.

At the heart of this plan are the Indigenous family members, survivors, community activists, and leaders who have, from the beginning, been the primary advocates for justice for missing and murdered women, girls, and gender-diverse people. We will continue to listen to them as we enact these measures.

This is a green document. It is the beginning. It will be revised and improved. All of the 231 Calls for Justice must eventually be acted upon.

ABOVE ALL, AS THE ACTION PLAN ACTIVITIES ARE RESOURCED, IMPLEMENTED, AND ENHANCED OVER THE YEARS AHEAD, INDIGENOUS WOMEN MUST REMAIN CENTRAL TO THE PATH FORWARD.

06 CUTTING OFF THE PATHWAYS

THAT MAINTAIN THE VIOLENCE AGAINST INDIGENOUS WOMEN, GIRLS, AND GENDER-DIVERSE PEOPLE

The commissioners of the National Inquiry found that there are four pathways in the structure of Canada's colonial society through which the violence against Indigenous women, girls, and gender-diverse people is perpetuated and maintained. **They are:**

FOUR PATHWAYS

01
HISTORICAL, MULTIGENERATIONAL, AND INTERGENERATIONAL TRAUMA

02
SOCIAL AND ECONOMIC MARGINALIZATION

03
MAINTAINING THE STATUS QUO AND INSTITUTIONAL LACK OF WILL

04
IGNORING THE AGENCY AND EXPERTISE OF INDIGENOUS WOMEN, GIRLS, AND 2SLGBTQQIA PEOPLE

THE ACTION PLAN DEVELOPED BY NWAC IS EXPLICITLY AIMED AT ENDING EACH PATHWAY TO VIOLENCE AND INJUSTICE. IT WAS DEVELOPED FOR INDIGENOUS WOMEN BY INDIGENOUS WOMEN.

ENDING THE VIOLENCE AND INJUSTICE WILL BE ACHIEVED THROUGH:

- our Resiliency Lodges, which will facilitate the path to healing and that have the power to heal the historical and intergenerational traumas
- our five toll-free Elder support telephone lines
- providing Indigenous women the tools they need to enter the labour force and become entrepreneurs and to lift themselves and their families out of poverty and economic dependence
- advocating for the Government of Canada to make the transformational change that is required and not continue with the ongoing colonial approach
- urging the Government of Canada to bring Indigenous women to decision-making tables to influence the decisions that impact their lives, rejecting the status quo that has kept the fight to end the violence mired in endless rounds of meaningless bureaucratic wrangling

OUR PLAN IS BASED ON THE ADVICE OF INDIGENOUS WOMEN ABOUT ACTIONS THAT MUST BE TAKEN.

THE COMMISSIONERS SAID IN THEIR REPORT THAT THE STEPS TO END AND REDRESS THE GENOCIDE MUST BE NO LESS MONUMENTAL THAN THE COMBINATION OF SYSTEMS AND ACTIONS THAT HAVE WORKED TO MAINTAIN COLONIAL VIOLENCE FOR GENERATIONS.

WE ARE READY TO TAKE THOSE MONUMENTAL STEPS.

07 THE SEVEN PRINCIPLES FOR CHANGE SPELLED OUT BY THE NATIONAL INQUIRY MUST BE FOLLOWED

The National Inquiry's final report sets out seven principles for change that must inform the implementation of the 231 Calls For Justice in order for them to be effective and meaningful.

Those principles are central to the action plan created by NWAC to remedy/redress the violence against Indigenous women, girls, and gender-diverse people. **They are:**

01 A FOCUS ON SUBSTANTIVE EQUALITY AND HUMAN AND INDIGENOUS RIGHTS

02 A DECOLONIZING APPROACH

03 THE INCLUSION OF FAMILIES AND SURVIVORS

04 SELF-DETERMINED AND INDIGENOUS-LED SOLUTIONS AND SERVICES

05 RECOGNITION OF DISTINCTIONS (FIRST NATIONS, MÉTIS, AND INUIT)

06 CULTURAL SAFETY

07 A TRAUMA-INFORMED APPROACH

IT IS CLEAR THAT THE SOLUTIONS TO THIS GENOCIDE MUST BE DEVISED AND IMPLEMENTED BY INDIGENOUS WOMEN.

WE, AT NWAC, ARE READY TO DO THAT WORK,

AND WE HAVE ALREADY STARTED.

08 ACKNOWLEDGEMENT & COMMITMENT

NWAC's acknowledgement of commitment and responsibility to the Indigenous women, girls, and gender-diverse people of Canada

WE **ACKNOWLEDGE**

the work of the commissioners of the National Inquiry and accept the findings of ***Reclaiming Power and Place: The Final Report of the National Inquiry Into Missing and Murdered Indigenous Women and Girls.***

WE **ACKNOWLEDGE**

the unceasing commitment of Indigenous families and survivors in pursuing justice, dignity, and safety for women, girls, and gender-diverse people and family members.

WE **COMMIT**

to taking leadership and action to end the violence and genocide and to the full implementation of the NWAC Action Plan: *Ending the Genocide: NWAC's Action Plan to End the Attack Against Indigenous Women, Girls, & Gender-Diverse People* and initiatives that contribute to the vision set out in the Plan.

WE **COMMIT**

to upholding human rights and Indigenous rights.

WE **COMMIT**

to ending violence, including all forms of race- and gender-based violence, and to upholding dignity and justice for Indigenous women, girls, and gender-diverse people in Canada.

WE **COMMIT**

to being accountable, to the best of our ability, to the families, survivors, other partners, and contributors for the full implementation of this plan.

09

IMPLEMENTATION AND MONITORING OF THIS PLAN

The pages that follow outline the 65+ steps that NWAC commits to take toward ending the genocide against Indigenous women, girls, and gender-diverse people, and to help them begin the process of healing.

WE WILL

- IMPLEMENT EACH ONE AS QUICKLY AS POSSIBLE
- REPORT ANNUALLY AND MORE FREQUENTLY AS REQUIRED TO THE BOARD OF DIRECTORS AND TO THE PUBLIC TO OUTLINE THE PROGRESS THAT HAS BEEN MADE, THE WORK THAT HAS LEFT TO BE DONE, AND THE NEXT STEPS TO BE TAKEN

WE WILL

IMMEDIATELY AND ACTIVELY SEEK THE FUNDING THAT IS REQUIRED TO IMPLEMENT THIS PLAN THROUGH CONTRIBUTIONS FROM:

- PRIVATE AND CORPORATE DONORS
- FEDERAL GOVERNMENT DEPARTMENTS
- PROVINCIAL AND TERRITORIAL DEPARTMENTS

THE ULTIMATE GOALS OF THIS PLAN OF ACTION

- TAKE CONCRETE ACTIONS ON THE CALLS FOR JUSTICE
- IMPLEMENT HOLISTIC HEALING AND PROGRAMMING, INCLUDING VIOLENCE INTERVENTION AND PREVENTION ACROSS CANADA
- REDUCE POVERTY BY SUPPORTING ECONOMIC INDEPENDENCY AND RESILIENCY
- INCREASE PUBLIC EDUCATION ON THE ROOT CAUSES OF DISCRIMINATION AND VIOLENCE AGAINST INDIGENOUS WOMEN, GIRLS, AND GENDER-DIVERSE PEOPLE
- BREAK DOWN COLONIAL BARRIERS AND PROMOTE SELF-DETERMINATION OF INDIGENOUS WOMEN.

PARTNERS AND **CONTRIBUTORS**

NWAC WILL LOOK TO THE SUPPORT, ASSISTANCE, AND ADVICE OF PARTNERS AND CONTRIBUTORS AS FULL IMPLEMENTATION OF THIS PLAN PROCEEDS. THESE PARTNERS AND CONTRIBUTORS INCLUDE, BUT ARE NOT LIMITED TO:

FAMILIES OF MMIWG AND 2SLGBTQQIA

INDIGENOUS WOMEN AND COMMUNITY ACTIVISTS

INDIGENOUS MEN

INDIGENOUS ELDERS, YOUTH, AND KNOWLEDGE HOLDERS

INDIGENOUS WOMEN'S ORGANIZATIONS

FIRST NATIONS, MÉTIS, AND INUIT GOVERNMENTS

GOVERNMENT OF CANADA

PROVINCIAL AND TERRITORIAL GOVERNMENTS

CANADIAN POLITICAL PARTIES

MUNICIPAL GOVERNMENTS

RCMP

NON-GOVERNMENTAL ORGANIZATIONS (NGOs)

PRIVATE-SECTOR ACTORS (INDUSTRY, TRADE, AND COMMERCE)

UNIVERSITIES

HOSPITALS

FIRST RESPONDERS

EMPLOYERS

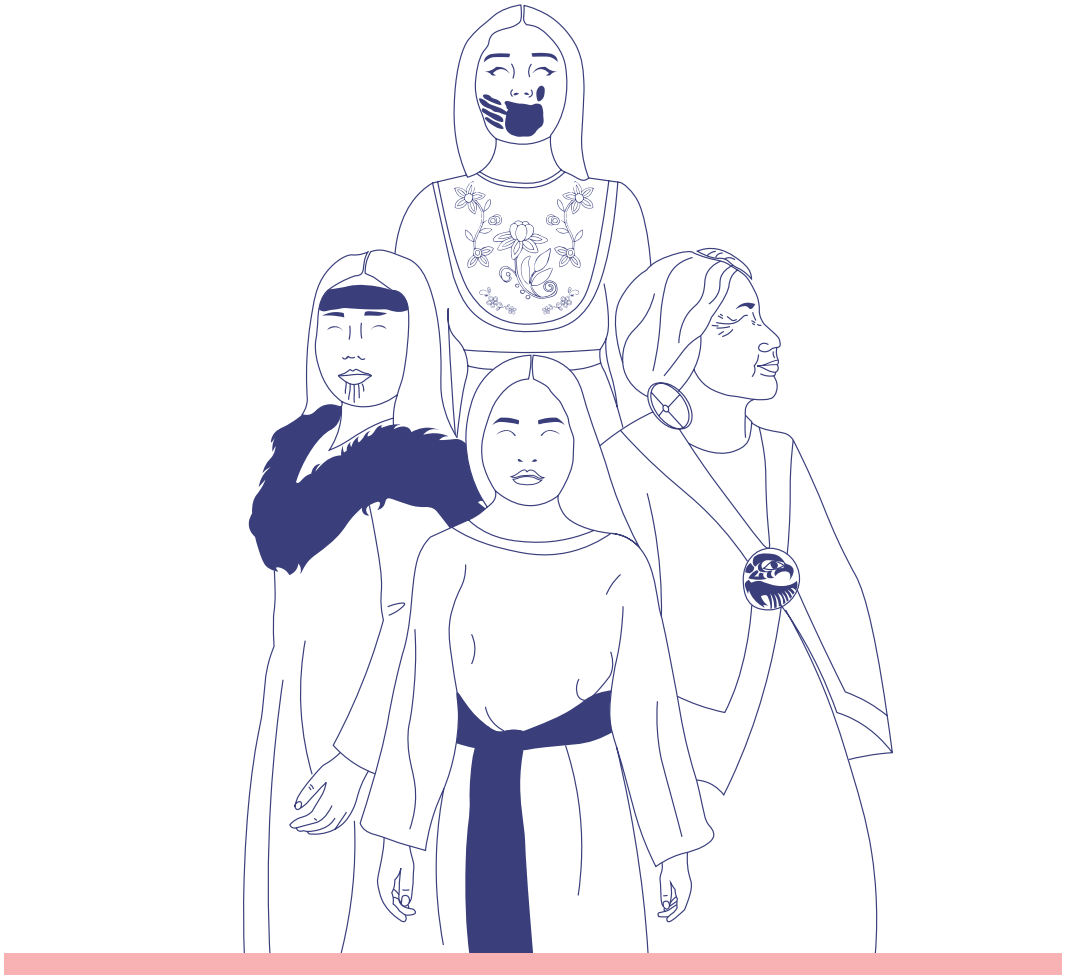
MEDIA

INTERNATIONAL COMMUNITIES

UNITED NATIONS OFFICIALS

CANADIANS

OTHER ORGANIZATIONS AND AGENCIES



NWAC 2021 MMIWG
ACTION PLAN

THE FOLLOWING PAGES OUTLINE THE OVER 65 STEPS THAT NWAC COMMITS TO TAKE TOWARD ENDING THE GENOCIDE AGAINST INDIGENOUS WOMEN, GIRLS, AND GENDER-DIVERSE PEOPLE

***NWAC**'s activities are inclusive of Indigenous women, girls and gender-diverse people. First Nation, Metis and Inuit specific approaches to the implementation of the activities will be taken as needed.*

CULTURE AND LANGUAGE

"GENERALLY, THE RIGHT TO CULTURE AND IDENTITY CAN BE DEFINED AS THE RIGHT TO ACCESS, PARTICIPATE IN, AND ENJOY ONE'S CULTURE. THIS INCLUDES THE RIGHT OF INDIVIDUALS AND COMMUNITIES TO KNOW, UNDERSTAND, VISIT, MAKE USE OF, MAINTAIN, EXCHANGE, AND DEVELOP CULTURAL HERITAGE AND CULTURAL EXPRESSIONS, AS WELL AS TO BENEFIT FROM THE CULTURAL HERITAGE AND CULTURAL EXPRESSIONS OF OTHERS. IT ALSO INCLUDES THE RIGHT TO PARTICIPATE IN THE IDENTIFICATION, INTERPRETATION, AND DEVELOPMENT OF CULTURAL HERITAGE, AS WELL AS IN THE DESIGN AND IMPLEMENTATION OF POLICIES AND PROGRAMS THAT KEEP THAT CULTURE AND IDENTITY SAFE."

(Reclaiming Power and Place, p. 119)

CULTURE AND LANGUAGE

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Develop a culture and language program	Policy Unit Resiliency Lodge Provincial and territorial member associations (PTMAs)	Indigenous women's culture and language program developed Program implemented at the National Office (SEIC), through the PTMAs, and at the Resiliency Lodges	**$150K**	2.2 Recognize Indigenous languages as official languages with the same status as French & English 2.3 Ensure Indigenous women have safe, non-barrier, permanent, & meaningful access to their culture & languages
Organize an MMIWG art exhibition at the NWAC National Office (SEIC) and Resiliency Lodges	NWAC MMIWG Unit Resiliency Lodge	National call-out for MMIWG/Resiliency Lodge artwork held Art purchased and installed Public art exhibit and guided tours organized	**$100K**	2.4 Provide resources & permanent funds to preserve Indigenous knowledge 2.5 Create a permanent empowerment fund for Indigenous-led initiatives
Develop land-based cultural and language programming	Resiliency Lodge	In consultation with our Elders, developed a series of land-based cultural and language programs, both online and offered at the Resiliency Lodge	**$100K**	7.5 Support specialized intervention, healing & treatment programs & services in Indigenous languages 16.2 Create laws & services to ensure the protection & revitalization of Inuit culture & language 16.3 Recognize Inuktitut as founding & official language in Inuit Nunangat

HEALTH AND WELLNESS

"WHEN RIGHTS TO CULTURE AND IDENTITY ARE IN JEOPARDY, THE RIGHT TO HEALTH IS ALSO UNDER THREAT. WE DEFINE "HEALTH" AS A HOLISTIC STATE OF WELL-BEING, WHICH INCLUDES MENTAL, EMOTIONAL, PHYSICAL, AND SPIRITUAL WELL-BEING, PARTICULARLY WITHIN INDIGENOUS WORLD VIEWS. IN THIS WAY, HEALTH IS NOT SIMPLY AN ABSENCE OF ILLNESS OR DISABILITY.

THE RIGHT TO HEALTH IS LINKED TO OTHER FUNDAMENTAL HUMAN RIGHTS, SUCH AS ACCESS TO CLEAN WATER AND ADEQUATE INFRASTRUCTURE IN COMMUNITIES. ON A MORE GENERAL LEVEL, HOWEVER, THE RIGHT TO HEALTH SPEAKS TO PREVENTING HARM TO OTHERS, TO PROTECTING THE HEALTH OF CHILDREN AND FAMILIES, AND TO FOSTERING MENTAL HEALTH. WE RECOGNIZE THAT AN ABSENCE OF SERVICES, OR A LACK OF CULTURALLY APPROPRIATE SERVICES IN COMMUNITIES, AS WELL AS OTHER FACTORS LINKED TO HEALTH, PLACE WOMEN, GIRLS, AND 2SLGBTQQIA PEOPLE IN VULNERABLE SITUATIONS WHERE THEY BECOME TARGETED FOR VIOLENCE."

(Reclaiming Power and Place, p. 120)

HEALTH AND WELLNESS

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Continue ongoing health, policy, research, training, and programs to support Indigenous-led health initiatives, including: • Ending forced sterilization • Mental health and wellness • Cannabis • Aging • Epigenetics • Harm reduction • Suicide	Health Unit Resiliency Lodge	Policy positions developed Research conducted Training modules, toolkits, and educational materials developed Programs delivered by the Resiliency Lodge Programs delivered by the Health Unit	**$1M**	7.1 Recognize Indigenous Peoples as the experts in caring for & healing themselves 7.3 Support Indigenous-led prevention initiatives 7.4 Support revitalizing Indigenous health, wellness, and child & Elder care practices 7.6 Ensure health service providers receive ongoing training & education 18.18 Educate service providers on realities of 2SLGBTQQIA people 18.19 Educate the public on the history of non-gender binary people in Indigenous societies
Establish land-based Resiliency Lodges across Canada for holistic healing	Resiliency Lodge Finance Unit Board of Directors Legal Unit	Resiliency Lodges established in Algonquin (Quebec) and Wabanaki (New Brunswick) territories Resiliency Lodges established in Alberta and the North Plans for Resiliency Lodges established across the country	**>$10M**	2.5 Create a permanent empowerment fund for Indigenous-led initiatives 3.2 Fund accessible Indigenous-centred, community-based health & wellness services 7.1 Recognize Indigenous Peoples as the experts in caring for & healing themselves 7.2 Ensure Indigenous-led supports for healing, from unresolved and ongoing trauma 7.3 Support Indigenous-led prevention initiatives 7.4 Support revitalizing Indigenous health, wellness, and child & Elder care practices 7.5 Support specialized intervention, healing & treatment programs & services in Indigenous languages 7.6 Ensure health service providers receive ongoing training & education 18.18 Educate service providers on realities of 2SLGBTQQIA people 18.19 Educate the public on the history of non-gender binary people in Indigenous societies

HEALTH AND WELLNESS

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Develop a Resiliency Lodge mother and daughter workshop program	Resiliency Lodge	Art-based program with a focus on MMIWG for mothers and daughters developed and implemented	**$100K**	3.2 Fund accessible Indigenous-centred, community-based health & wellness services
Human Trafficking Prevention Program: a continuation of research, policy, and Resiliency Lodge healing program for gender-diverse people		Land healing pilot program for human trafficking victims developed Position paper on human trafficking and international research paper on human trafficking developed	**$300K**	3.4 Provide resources for preventative, accessible, holistic services, mobile trauma, & addictions recovery 4.3 Support safety programs for Indigenous women in the sex industry 7.1 Recognize Indigenous Peoples as the experts in caring for & healing themselves 7.3 Support Indigenous-led prevention initiatives 18.18 Educate service providers on realities of 2SLGBTQQIA people 18.19 Educate the public on the history of non-gender binary people in Indigenous societies

HUMAN SECURITY

"WE UNDERSTAND THE RIGHT TO SECURITY AS A PHYSICAL RIGHT, AS WELL AS A SOCIAL RIGHT. PHYSICALLY, THE RIGHT TO SECURITY INCLUDES THE RIGHT TO LIFE, LIBERTY, AND PERSONAL SAFETY. THIS INCLUDES CONTROL OVER ONE'S OWN PHYSICAL AND MENTAL HEALTH, AS WELL THE PROTECTION OF ONE'S OWN PSYCHOLOGICAL INTEGRITY. IN CANADA, THE CANADIAN CHARTER OF RIGHTS AND FREEDOMS PROTECTS INDIVIDUALS FROM GRAVE PSYCHOLOGICAL HARM PERPETRATED BY THE STATE. ON AN INTERNATIONAL LEVEL, IN THE AREA OF SOCIAL SECURITY, THE RIGHT TO SECURITY MEANS THAT THE STATE MUST ENSURE PROTECTIVE SERVICES OR SOCIAL SERVICE ASSISTANCE AND GUARANTEE THE PROTECTION OF THE ENTIRE POPULATION THROUGH ESSENTIAL SERVICES SUCH AS HEALTH, HOUSING, AND ACCESS TO WATER, FOOD, EMPLOYMENT, LIVELIHOOD, AND EDUCATION. BECAUSE OF ITS REDISTRIBUTIVE NATURE, THE RIGHT TO SOCIAL SECURITY IS AN IMPORTANT FACTOR IN COMMUNITY HEALTH AND HARMONY AND IN REDUCING POVERTY."

(Reclaiming Power and Place, p. 121)

HUMAN SECURITY

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Develop and deliver a financial health and wealth program for Indigenous women	Economic Development Unit Resiliency Lodge	Series of online workshops developed to equip Indigenous women with the tools they need for financial health and wealth	**$75K**	4.1 Ensure Indigenous Peoples have services & infrastructures for their social & economic needs 4.2 Recognize & resource Indigenous Peoples' right to self-determination in economic social development 4.4 Provide support & resources for educational & employment opportunities for Indigenous women
Research and develop a basic income strategy to address economic marginalization	Policy Unit Economic Development Unit Communications	Basic income strategy developed Strategy presented to the government for implementation Public awareness campaign developed	**$150K**	1.3 Prioritize Indigenous rights when developing budgets & government activities 4.5 Establish a guaranteed annual livable income, taking diverse needs into account 16.20 Support establishment of programs that support Inuit hunting & harvesting
Develop a prototype for an affordable and culturally appropriate housing model, on or off-reserve	Economic Development Unit	Partner relationships developed Prototype of a 'small home' developed and constructed. National strategy to finance and construct these homes developed with partners	**$200K**	4.1 Ensure Indigenous Peoples have services & infrastructures for their social & economic needs 4.6 Create & repair safe housing for Indigenous women 4.7 Support the creation & funding of Indigenous-led shelters, safe spaces, & homes 12.14 More rigorous requirements in group homes & foster care to prevent child recruitment into the sex industry 12.11 Reform laws around youth "aging out" to ensure ongoing support 16.1 Honour all socio-economic commitments in land claims & self-government agreements 16.18 Respect the rights of Inuit children & people in care 16.19 Fund all housing needed for Indigenous women fleeing violence 18.25 Build safe spaces for people in need

HUMAN SECURITY

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Preserve NWAC's Sisters in Spirit and other MMIWG files Preserve NWAC's MMIWG database	Policy Unit	SIS files digitized. Dedicated staff archivist hired Special knowledge portal developed	**$100K**	2.4. Provide resources & permanent funds to preserve Indigenous knowledge 5.24 Amend intake processes to gather distinctions-based & intersectional data on Indigenous women 18.4 Modify data collection to capture diversity of 2SLGBTQQIA people
Lenders and funders training	Economic Development Unit	Training materials for lenders and funders developed Additional training delivered to lending institutions	**$200K**	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 4.2 Recognize & resource Indigenous Peoples' right to self-determination in economic/social development
Develop safety programs for Indigenous women through technology	Executive Management Team	Strategy developed to partner with cell phone carrier companies in order to equip Indigenous women in hot spot and other areas with cell phones	**$75K**	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 5.5 Fund policing services in northern/ remote Indigenous communities with equitable quality 16.5 Provide infrastructure for all Inuit to have access to high-speed Internet
Advocate for the protection of water and to give personal rights to water in Canada	Legal Unit Executive Management Team Communications	Research conducted on bodies of water with "personal rights" Advocacy campaign directed at government to assert the protection of water and to give personal rights to bodies of water in Canada	**$150K**	4.1 Ensure Indigenous Peoples have services & infrastructures for their social & economic needs including clean drinking water

HUMAN SECURITY

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Provide employer, and employee training, including training for workplace and service providers on gender-based violence	Economic Development Unit	Sensitivity training and cultural and diversity training provided to employers Conflict resolution training provided to employers with Indigenous employees Training on gender-based violence in the workplace developed for service providers	**$200K**	1.8 Create funding; disseminate prevention programs, education & awareness campaigns 7.3 Support Indigenous-led prevention initiatives
Increase ISET program and skills development	Economic Development Unit	Increased funding for ISET program advocated	**$1M**	1.3 Prioritize Indigenous rights when developing budgets & government activities 4.2 Recognize & resource Indigenous Peoples' right to self-determination in economic/social development
Establish a certification program for Indigenous artisans and an NWAC artisan institute/ school	Resiliency Lodge	Plan developed to establish a certification program in three artisan disciplines Curriculum, training programs, and workshops for certification developed Plan to establish an artisan institute, resourced with instructors Communications strategy developed to garner participation	**$100K**	1.3 Prioritize Indigenous rights when developing budgets & government activities 1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 4.2 Recognize & resource Indigenous Peoples' right to self-determination in economic/social development
Advocate for the right to have access to technology	Executive Management Team	Targeted strategy for the right to have access to broadband technology, particularly in remote and northern areas, including schools and training centres, developed and implemented Government subsidy to enable Indigenous women to access technology at a reasonable cost	**$1M**	7.3 Support Indigenous-led prevention initiatives 16.5 Provide infrastructure for all Inuit to have access to high-speed Internet

HUMAN SECURITY

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Develop a global online platform for Indigenous entrepreneurs and establish an international trade network	Economic Development Unit Communications	Targeted call-outs made to Indigenous artisans from Canada and the Americas soliciting handmade artisan products for the NWAC online store ***Artisanelle*** Wide variety of artisan products purchased for sale worldwide Inventory increased and support given to Indigenous artisans, leading to their economic sustainability Virtual international (Americas) economic development symposium organized	**$1M**	1.3 Prioritize Indigenous rights when developing budgets & government activities 4.2 Recognize & resource Indigenous Peoples' right to self-determination in economic social development
Advocate for the establishment of a government compensation fund for MMIWG families and survivors	Executive Management Team	Government-targeted strategy to establish a government compensation fund for MMIWG families and survivors developed and implemented	**$1.5M**	1.5 Prevent, investigate, punish, & compensate for violence against Indigenous women
Develop overarching strategy on impact assessments with resource extraction industries	Policy Unit	Policy developed on need for impact assessment by resource extraction industries	**$150K**	13.2 Complete gender-based socio-economic impact assessments
Support and promote national Indigenous women's agriculture programs and food sovereignty	Resiliency Lodge Agriculture	Agriculture and food sovereignty programs, including online workshops, to underline the value of and to revive and preserve Indigenous agriculture developed Three greenhouses constructed to promote Indigenous agriculture Agricultural knowledge programs that transfer knowledge to the next generation developed	**$500K**	7.3 Support Indigenous-led prevention initiatives

HUMAN SECURITY

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Develop a national mapping strategy to identify fish contamination and related illnesses, and companion awareness campaign	Policy Unit Environment Unit Legal Unit Communications	Research conducted to determine the data each province collects to identify levels of fish contamination Mapping technology developed to apply provincial data to a map, which identified: i) Indigenous communities in Canada; ii) surrounding bodies of water; iii) fish species in the surrounding bodies of water; and iv) level of contamination in those species of fish Awareness campaign targeting areas with fish contamination conducted; awareness of the health risks associated with this contamination raised	$200K	7.3 Support Indigenous-led prevention initiatives
Establish partnerships to help us implement a wide variety of initiatives related to our actions and calls	Executive management team	Corporate partnership information package developed and distributed to potential partners, including the private sector, individuals, foundations, and government Meetings held with CEOs to establish partnerships Partnerships and MOUs established with a number of corporations	$75K	7.3 Support Indigenous-led prevention initiatives

HUMAN SECURITY

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Youth Engagement Program: a continuation of focused programs, policy, and youth engagement on MMIWG and causes of violence and prevention	NWAC Policy Unit	Youth policy positions developed Youth engagement sessions held Number of workshops or events that are youth-specific held	**$200K**	7.3 Support Indigenous-led prevention initiatives 11.1 Educate the public about MMIWG and the issues & roots of violence 11.2 Implement education programs for Indigenous children/youth on (sexual) exploitation
Phase 2, Safe Passage Program, to raise awareness among the transportation and hospitality sectors regarding safety and to collect MMIWG data	MMIWG Unit Communications	Number of industry-sector training sessions completed with evaluations Social and earned media awareness campaign garnered exposure Map launched and put into operation Analytics recorded	**$100K**	7.3 Support Indigenous-led prevention initiatives

INTERNATIONAL

THESE ARE INITIATIVES THAT SEEK TO CONNECT OR FURTHER ENTRENCH INITIATIVES THAT OCCUR ON THE DOMESTIC FRONT WITH THE INTERNATIONAL ARENA TO PROMOTE AWARENESS, BUILD COMMUNITIES, AND ENSURE ACCOUNTABILITY.

INTERNATIONAL

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Advocate for a task force and establish an internal liaison to develop a strategy on "unsolved cases" Advocate for an expert task force to examine the finding of genocide in the National Inquiry Final Report	International Unit Policy Unit Legal Unit NWAC President	Partnership formed with other stakeholders with expertise in task forces International review of taskforces conducted Submission provided to the government of Canada on the constitution and establishment of the task force	**$250K**	9.5 Standardize protocols to ensure all MMIWG cases are thoroughly investigated 9.9 National task force to review/ reinvestigate each unresolved MMIWG case 9.10 Produce all unresolved cases of MMIWG to the national task force
International Engagement and Treaty Body Monitoring	International Unit	UN submissions completed Treaty monitoring systems implemented	**$50K**	1.2 (iv) Implement & comply with all relevant rights instruments (ex. UNDRIP) 9.5 Standardize protocols to ensure all MMIWG cases are thoroughly investigated
Prepare UN submissions for monitoring and accountability	International Unit	Monitoring mechanisms for submission to the UN on issues dealing with violence against Indigenous women established UN submissions on issues dealing with violence against Indigenous women prepared	**$100K**	1.2 (iv) Implement & comply with all relevant rights instruments (e.g., UNDRIP) 9.5 Standardize protocols to ensure all MMIWG cases are thoroughly investigated
Publish paper on international perspectives on Commemoration	International Unit	Paper on international perspective on commemoration published	**$75K**	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns

JUSTICE

INITIATIVES THAT PERTAIN TO POLICE, THE COURT SYSTEM, AND THE CORRECTIONAL SYSTEM WHICH ARE "CRUCIAL DISCONNECTIONS BETWEEN INDIGENOUS PEOPLE AND JUSTICE SYSTEMS THAT COMPROMISE THEIR BASIC RIGHT TO JUSTICE."

(Reclaiming Power and Place dashboard)

JUSTICE

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Advocate for a task force and establish an internal liaison to develop a strategy on "unsolved cases"	International Unit Policy Unit Legal Unit NWAC President	Partnership formed with other stakeholders with expertise in task forces International review of taskforces conducted Submission provided to the government of Canada on the constitution and establishment of the task force	**$200K**	1.2 (iv) Implement & comply with all relevant rights instruments (e.g., UNDRIP) 7.3 Support Indigenous-led prevention initiatives 9.5 Standardize protocols to ensure all MMIWG cases are thoroughly investigated
Advocate for the use of the eagle feather for swearing in at court procedures across Canada	Legal Unit	Legal coordinator hired Information package and request to the courts across Canada delivered Eagle feather protocol established in the courts across Canada	**$100K**	2.3 Ensure Indigenous women have safe, non-barrier, permanent, & meaningful access to their culture & languages 7.3 Support Indigenous-led prevention initiatives
Advocate for and assert our legal right to self-determination and to be adequately resourced	Legal Unit Communications	High-profile targeted campaign to government, developed to assert our legal right to self-determination and to be adequately resourced in order to best support Indigenous women	**$200K**	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 5.13 Expand & resource legal aid programs with guaranteed access for Indigenous women 15.6 Protect & promote the safety of Indigenous women & the right to self-determined solutions

JUSTICE

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Provide information to Indigenous women on their membership rights and research the effects of discrimination under the Indian Act on Indigenous women	Legal Unit	National online searchable database of laws, treaties, and teachings related to membership rights developed Research conducted on the laws and teachings related to membership rights of Indigenous communities and how these membership rights have discriminated against these women and their children	**$200K**	1.2 (v) Call all governments to eliminate gender discrimination in the *Indian Act*
Indigenous Women's Safety Council—monitor and educate industry on safety issues	Policy Unit Legal Units	Partnerships established MOU's signed Safety council established Monitoring system is implemented Industry training materials prepared and sessions delivered	**$3.5M**	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 7.3 Support Indigenous-led prevention initiatives 9.7 Partner with organizations that work in safety & service delivery for Indigenous women 13.1 Consider Indigenous women's safety & their right to equitable benefit from industry activities 13.3 Include impacts on Indigenous women in impact-benefit 15.6 Protect & promote the safety of Indigenous women & the right to self-determined solutions
Advocate for and review changes in the alert system on missing Indigenous girls and women	Legal Unit Communications	Existing alert system process reviewed Changes to the proposed system documented Proposed changes brought to key stakeholders for implementation Awareness campaign developed and implemented	**$300K**	1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 9.7 Partner with organizations that work in safety & service delivery for Indigenous women 1.8 Create funding; disseminate prevention programs, education, & awareness campaigns

JUSTICE

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Police Training—develop training on Indigenous women and gender-based violence and MMIWG	Policy Unit	Specialized training modules for policing developed and delivered	$250K	9.1 Acknowledge the racism, colonialism, & bias that defines the Indigenous women–justice system relationship 9.2 Build respectful working relationships with Indigenous people & make efforts to know them 9.3 Fund an increase in recruitment of Indigenous people to police services, especially women 10.1 Mandatory training of all involved in the criminal justice system on Indigenous cultures & histories
Continuation of Policy, Research and Advocacy	Resiliency Lodge Legal Unit Communications	National awareness campaign developed and implemented Roundtable with key stakeholders held Indigenous Women's section 81 advisory group established Pilot program developed and evaluated Permanent program using a phased-in approach developed	$1M	5.21 Employ recommendations to reduce over-representation of Indigenous women in the criminal justice system 14.1 Establish facilities so Indigenous women have options for decarceration 14.3 Rescind maximum-security classification that disproportionately limits Indigenous women from accessing supports 14.5 Apply Gladue factors in all decision making concerning Indigenous women
Advocate for improved legal aid services and funding for children and youth Set up an MMIWG legal team to support MMIWG work	Legal Unit Resiliency Lodge	Partnerships and MOUs, in the provinces and territories signed Services provided to Indigenous Women MMIWG lawyers hired at the National Office (SEIC) Partnerships with universities established for provision of legal services	$1M	10.1 Ensure Indigenous people in the court system know their rights and are connected to appropriate services. 1.8 Create funding; disseminate prevention programs, education & awareness campaigns

PUBLIC AWARENESS

INITIATIVES THAT PERTAIN TO THE BROADER PUBLIC TO GENERATE CONSCIOUSNESS OF THE EXTENT OF THE ISSUE OF MMIWG IN ORDER TO MOBILIZE CONTINUED ADVOCACY OF INDIGENOUS WOMEN, GIRLS, AND 2SLGBTQQIA+ PEOPLE, THEIR FAMILIES, AND THEIR COMMUNITIES.

PUBLIC AWARENESS

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Public education for the NWAC Faceless Dolls project in communities and schools ongoing	Resiliency Lodge Communications	Faceless Dolls material developed School boards provided with a curriculum kit Dedicated program officer and staff hired to implement the program across the country Billboard campaign	**$250K**	1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence
Develop education curriculum on MMIWG for primary and secondary students based on *"Their Voices Will Guide Us"*, student and youth engagement guide	MMIWG Unit Resiliency Lodge	Scan conducted to determine the present status of the curriculum on MMIWG Series of online MMIWG workshops to supplement the present school curriculum developed	**$100K**	1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Education authorities to educate and provide awareness to the public about missing and murdered Indigenous women, girls, and 2SLGBTQQIA people, and about the issues and root causes of violence they experience
Create and implement awareness building campaigns (e.g., anti-racism campaign)	Communications	Two national awareness campaigns on racism and gender based-violence developed and launched	**$100K**	1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence
Continue ongoing social media advocacy on MMIWG	Communications MMIWG Unit	Several MMIWG-focused social media campaigns launched Emerging issues on MMIWG responded to regularly Awareness raised and grassroots members engaged	**$75K**	1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence

PUBLIC AWARENESS

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Provide training and workshops to Canadians to improve understanding of Indigenous history and colonization (workshops for introductory, intermediate, and advanced levels), and develop an online program	MMIWG Unit Communications	Introductory, intermediate, and advanced-level workshops and online programs developed and delivered Outreach and marketing strategy to solicit participation developed	**$250K**	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 11.1 Educate the public about MMIWG and the issues & roots of violence 11.2 Implement education programs for Indigenous children/youth on (sexual) exploitation
Establish and maintain a national online MMIWG Knowledge Centre for disseminating information more broadly	MMIWG Unit Communications	Comprehensive and current MMIWG-focused resource library developed online Academic institutions, researchers, and public invited to send in submissions	**$250K**	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence 11.2 Implement education programs for Indigenous children/youth on (sexual) exploitation
Ongoing tracking of economic development and social indicators of health statistics and how MMIWG funds are spent with strategic partners in order to monitor government spending	Economic Development Unit External Partners	Partners established to monitor government spending and hold government accountable Findings reported through media and social media channels Statistics template for government spending developed	**$200K**	1.3 Prioritize Indigenous rights when developing budgets & government activities 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 4.2 Recognize & resource Indigenous Peoples' right to self-determination in economic and social development

PUBLIC AWARENESS

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Monitor governments progress on the implementation of the Calls for Justice	Communications MMIWG Unit	Quarterly report card on the progress the federal government has made in implementing the Calls for Justice issued Additional monitoring mechanisms established to measure the progress of provincial governments on the implementation of the Calls for Justice	$250K	1.2 (iv) Implement & comply with all relevant rights instruments (e.g., UNDRIP) 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 1.10 Create an independent mechanism to report on implementation of these Calls 15.8 Help hold government accountable to act on the Calls for Justice
Organize Elder-led children's tours/ virtual and in-person tours of the cultural spaces in the NWAC 's Social and Economic Innovation Centre	MMIWG Unit Resiliency Lodge	Information kit created and schools and the public invited to participate in tours	$250K	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 2.5 Create a permanent empowerment fund for Indigenous-led initiatives
Host an MMIWG World Summit and Summit of the Americas	Communications Resiliency Lodge International Unit	Critical path developed International and world summit organized and hosted	$100K	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence

PUBLIC AWARENESS

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Develop media handbook to ensure correct usage of terms as they relate to Indigenous Peoples	Communications	Research conducted on how media portrays Indigenous women, with a focus on language used, and how that portrayal perpetuates negative stereotypes Handbook for media developed to raise awareness around correct language, terminology, etc.	$100K	6.1 Ensure authentic and appropriate representation of indigenous women, girls, and 2SLGBTQQIA people, inclusive of diverse Indigenous cultural backgrounds, in order to address negative and discriminatory stereotypes 11.1 Educate the public about MMIWG and the issues & roots of violence
Monitor media stories and track inaccurate portrayal of Indigenous women	Communications	Team established within NWAC to monitor depictions of Indigenous women in the media Partner with reporters and editors to review stories/ articles that show negative and discriminatory stereotypes of Indigenous women	$250K	1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 6.1 Ensure authentic and appropriate representation of indigenous women, girls, and 2SLGBTQQIA people, inclusive of diverse Indigenous cultural backgrounds, in order to address negative and discriminatory stereotypes
Develop a national magazine featuring Indigenous women	Communications	Monthly national magazine that provides a voice for Indigenous women and a way to tell their own stories published Mentorship program for young Indigenous women journalists provided to give them opportunities to contribute to the magazine	$100K	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence
Advocate for mandatory university courses on Indigenous women and MMIWG based on *"Their Voices Will Guide Us"*, student and youth engagement guide	MMIWG Unit	University liaison position created to work with universities across the country to establish mandatory courses on Indigenous women and MMIWG Replace old/archaic courses or text books on MMIWG	$100K	1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Education authorities to educate and provide awareness to the public about missing and murdered Indigenous women, girls, and 2SLGBTQQIA people, and about the issues and root causes of violence they experience

PUBLIC AWARENESS

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Statistical review to determine the number of missing and murdered Indigenous women and girls since the Inquiry report	MMIWG Unit	Conduct research paper Launch social media campaign	**$250K**	15.8 Help hold government accountable to act on the Calls for Justice
Install a commemorative monument in the National Capital Region, and Commission a mural	Resiliency Lodge Communications	National call-out completed Art piece selected from call-out Artist commissioned Monument delivered Unveiling ceremony held	**$100K**	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence
Advocate for recognition of a National MMIWG Day *May 5 is the National Day of Awareness and Action for MMIWG2S while others call October 4 the official day of recognition for MMIWG	NWAC President	Letter of request sent from the office of the NWAC President to the appropriate government official National MMIWG day declared	**$100K**	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence
Advocate for full participation of NWAC at Government of Canada decision-making tables	Executive management team Communications	National campaign developed and implemented to draw attention to the absence of Indigenous women at decision-making tables Continue to advocate for an equal voice and our presence at those tables	**$100K**	1.2 v Respect and make space for Indigenous self-determination and self governance, and free, prior, and informed consent of Indigenous Peoples to all decision-making processes that affect them, eliminating gender discrimination in the *Indian Act* and amending the Constitution to bring it into conformity with UNDRIP 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence

PUBLIC AWARENESS

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Increase registration and membership	Communications	Canada-wide membership drive developed Outreach and engagement communications strategy developed to keep members connected to NWAC and informed of the work it undertakes	**$300K**	1.2 (v) Comply with UNDRIP, including the recognition, protection and support of Indigenous self-governance and self-determination 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence
Hold online symposium on MMIWG and human security issues	Communications Resiliency Lodge International Unit	Critical path developed International symposium organized and hosted	**$100K**	1.8 Create funding; disseminate prevention programs, education, & awareness campaigns 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence
Develop Safe Passage map interface to crowdsource MMIWG data	MMIWG Unit Communications	Safe Passages Map interface completed National campaign to crowdsource MMIWG data to further populate map developed	**$200K**	5.24 Amend intake processes to gather distinctions-based & intersectional data on Indigenous women 16.16 Child & family government services report on Inuit children in care 18.4 Modify data collection to capture diversity of 2SLGBTQQIA people
Hold fundraising campaign for Indigenous journalists	Communications	Campaign created to raise funds from philanthropists and corporate donors to provide scholarships for Indigenous women students to pursue a journalism career	**$100K**	6.1 Increase the number of Indigenous people in broadcasting, television, and radio and in journalist, reporter, producer, and executive positions in the entertainment industry 11.1 Educate the public about MMIWG and the issues & roots of violence

PUBLIC AWARENESS

(CONTINUED)

Actions	NWAC Responsibility	Measurable Landmarks	Estimated Annual Budget	Calls for Justice References
Monitor new or emerging cases of MMIWG (including Safe Passage project)	Communications MMIWG Unit	Media and social media monitoring mechanisms established to identify new and emerging cases of MMIWG New MMIWG cases reported on NWAC website and through social media and added to the Safe Passage mapping database	**$100K**	7.3 Support Indigenous-led prevention initiatives 1.9 Develop laws, policies, & public education campaigns to challenge the normalization of violence 11.1 Educate the public about MMIWG and the issues & roots of violence 15.8 Help hold government accountable to act on the Calls for Justice

NWAC ACTION PLAN

JUNE 1, **2021**

OUR CALLS, OUR ACTIONS

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