

ANNUAL REPORT | 2022 | 2023



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PAUKTUUTIT
INUIT WOMEN OF CANADA

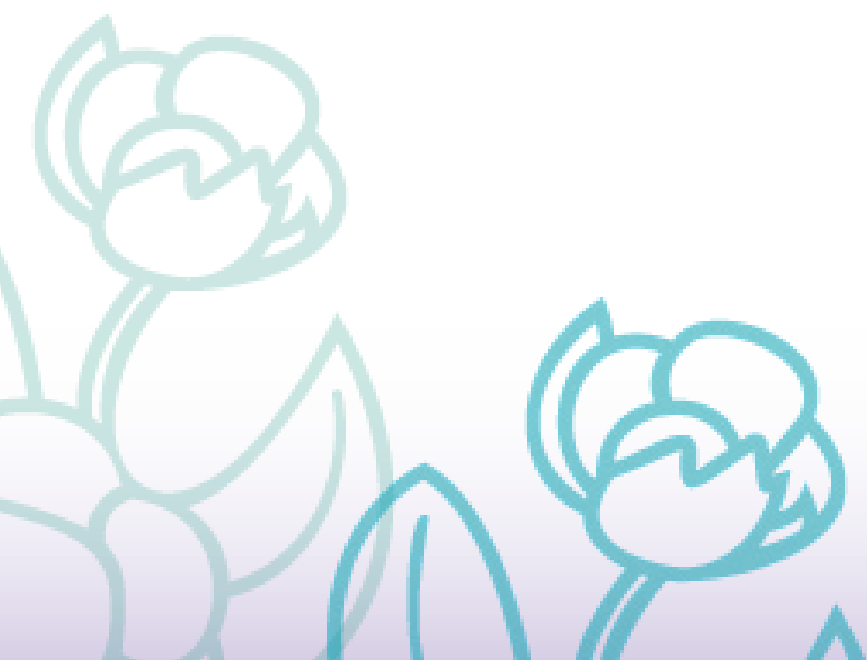


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PRESIDENT'S MESSAGE

Reflecting on Moments of Impact, Advocacy, and Cultural Revitalization

President Gerri Sharpe

As I reflect on this extraordinary year serving as President, I am filled with gratitude for the support and collaboration that has defined our journey together. It's been a year marked by significant moments, tireless advocacy, and, above all, a collective commitment to making a difference.

Our shared efforts came to life in July when Pauktuutit's Board gathered in Ottawa, marking a poignant return to in-person meetings after two years of virtual connections. This reunion set the tone for the year, fostering a renewed sense of unity and purpose.

One of the year's most pivotal and emotional experiences was our involvement in the Pope's penitential pilgrimage to Canada. In Iqaluit, we stood partnered with Qaggiavuut, offering

support to Inuit families impacted by former students and addressed the intergenerational impacts during the Pope's visit. Also, we focussed on revitalization of Inuit Tattoos, which we nearly lost due to churches denouncing our cultural practice.

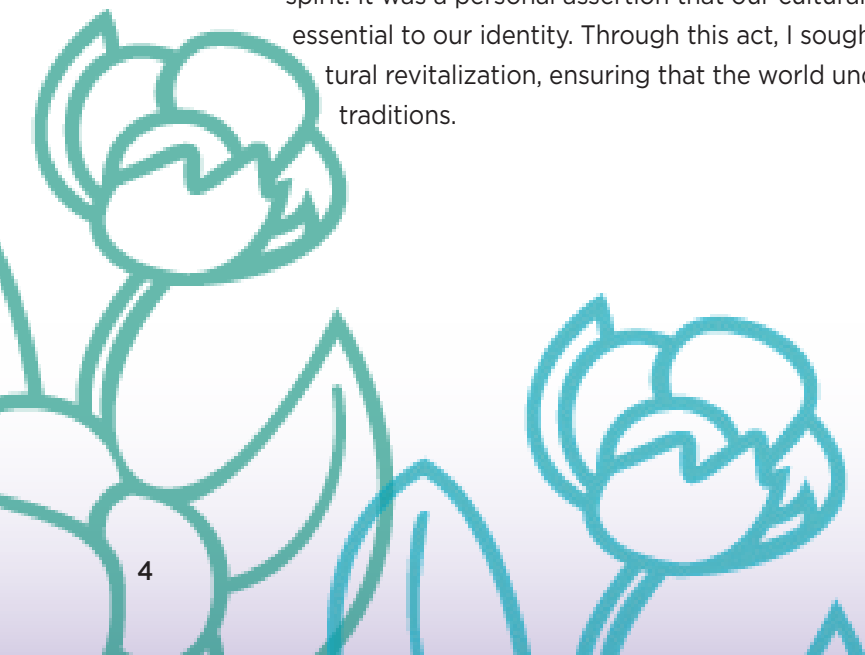
The encounter in Iqaluit became a turning point, emphasizing that the spotlight should not linger on the Pope but on the survivors – an essential message echoed by the emotional response of the Elders present such as Piita Irniq.



The Pope's visit not only brought attention to the painful history but also became a catalyst for a broader conversation acknowledging the past and working towards healing and reconciliation. In my conversation with the Pope, I showcased my tattoos—a personal and cultural symbol. This act was not a plea for an apology but a powerful affirmation of our cultural identity.

The significance of displaying my tattoos went beyond a mere act of vindication. It was a deliberate choice to showcase the resilience of our culture, especially in the face of historical attempts to suppress it. Fifteen years ago, traditional tattooing was frowned upon, influenced by a system that labelled it as 'evil.' The Church's role in the lives of our people had intertwined religion and culture in detrimental ways.

By showcasing my tattoos, I aimed to celebrate the strength of Inuit culture and its enduring spirit. It was a personal assertion that our cultural practices, like tattooing, are valid and essential to our identity. Through this act, I sought to highlight the ongoing journey of cultural revitalization, ensuring that the world understands the depth and significance of our traditions.



In August, our journey extended to Aotearoa-New Zealand, where we engaged in crucial discussions on economic development, self-determination, climate change, health, and education with Maori and government leaders. The Memorandum of Agreement between Canada and Aotearoa-New Zealand is a testament to the strength of Indigenous partnerships, with Pauktuutit's emphasis on Inuit women's needs playing a vital role.



Recognizing the power of unity, Pauktuutit's evolution from an observer to a permanent participant at Inuit-Crown Partnership Committee meetings is a pivotal step. This positive shift underscores our commitment to collaborative decision-making, ensuring Inuit women's voices are integral to the process. Our active engagement at the Inuit Tapiriit Kanatami Annual General Meeting in Kuujuaq reaffirms our belief that partnerships are essential. By fostering constructive dialogue and collaboration, we aim to achieve collective goals that benefit all Inuit, emphasizing that together, we can accomplish what is needed for the entire community.

Looking forward, in a strategic shift towards more proactive and dynamic governance, we are transitioning away from relying solely on-board resolutions and moving towards implementing a strategic planning framework. Recognizing the need for a more comprehensive and forward-thinking approach, this transition will empower us to set clear, long-term objectives and align our efforts with a well-defined vision. This ensures a more agile and responsive decision-making process, allowing us to navigate the evolving landscape effectively, enhance our organizational resilience, foster innovation, and better position ourselves to address the challenges and opportunities that lie ahead.

Lastly, I want to express my heartfelt thank you to our board members and staff and for your support throughout this remarkable year. Together, we have showcased the **vibrancy, strength,** and importance of **Inuit voices,** paving the way for **reconciliation, understanding,** and the **revitalization of our precious Inuit culture.**



YEAR OVERVIEW:

by Rosemary Cooper
Executive Director


I am pleased to provide an overview of Pauktuutit's recent activities and achievements as we continue our commitment to the **well-being, rights,** and **empowerment** of Inuit women, our families including **gender-diverse individuals**.

Through our health portfolio, the organization fosters open dialogue on Inuit sexual health trends through platforms like the "Sexual Health Network" and "CheckUp" Project. As we work on sharing the results of these programs, it becomes evident that our initiatives form a holistic approach to enhancing the health and well-being of the Inuit community.

Our efforts extend nationally, including participation in conferences such as the Ungammutuq Substance Use and Addictions Conference and the Developmental Origins of Health and Disease (DOHaD) conference. These engagements underscore our commitment to staying informed, contributing to discussions, and advancing strategies for improving Inuit sexual health.

We are proud to report progress in developing and implementing the "National Inuit Midwifery Framework (NIMF)." The initiative aims to restore and revitalize Inuit midwifery practices, addressing challenges faced by Inuit birthers and promoting reproductive health rights.





We recently hosted the virtual National Inuit Midwifery Forum with the National Council of Indigenous Midwives, focusing on the challenges faced by Inuit communities and the importance of Inuit midwives. Participants shared insights on childbirth policies and expressed the need for increased social support, culturally safe care, and safer environments for seeking care outside their communities. The Forum's outcomes will inform ongoing efforts to develop and implement the National Inuit Midwifery Framework.

Within our Social and Economic Development portfolio, we actively participated in national forums, steering committees, and working groups related to political equality, women's leadership, education, housing, and other critical issues. Our focus on the resource extraction industry highlights our commitment to advocating for the needs and well-being of Inuit women in this sector.

The Violence & Abuse Prevention and Justice portfolio has been dedicated to addressing a broad spectrum of issues affecting the safety and well-being of women and children. From completing projects focusing on gender-based violence to engaging young men and boys in challenging gender norms, we continue to advocate for the rights of survivors.

Our involvement in national and international collaborations, such as the "Indigenous Women's Leaders Trilateral Working Group," demonstrates our commitment to addressing violence against Inuit women on a global scale. Additionally, our "Missing and Murdered Indigenous Women and Girls+ (MMIWG+)" initiatives, including the "Red Amautiit Project," serve as commemorative efforts honouring the lives and legacies of those affected.

As part of the ongoing commitment to justice and collaboration, our participation in the "Pinasuqatigiinni Agreement (RCMP MOA)" and engagement in the revision of Justice Canada's "Indigenous Justice Strategy" reinforces our dedication to reducing violence against Inuit women, children, and gender-diverse individuals.

Internally, developing and launching an "Inuit-specific Gender-Based Analysis Plus (GBA+) Framework" in October 2022 is a pivotal policy and research tool. The framework aims to address the distinctive factors shaping the everyday experiences of Inuit women, providing a platform to prioritize their perspectives and concerns.

We appreciate the ongoing support of our members and stakeholders as we continue to positively impact the lives of Inuit individuals and families.

OUR MANDATE AND OBJECTIVES

Pauktuutit is the **national** non-profit organization representing **all Inuit women** in Canada.

Our mandate is to foster a **greater awareness** of the needs of Inuit women and to **encourage** their **participation in community**, regional and national concerns about social, cultural and **economic development**.



Our activities are guided by the objectives below.

- **Promoting** the rights of Inuit women and children
- **Providing** a united voice that represents Inuit women of Canada
- **Working** towards better social, economic, and political conditions for Inuit women
- **Working** for the betterment of individual, family, and community health conditions through advocacy and program action
- **Encouraging** Inuit women to take their rightful place in society
- **Promoting** equity for the views of Inuit women at all levels of Canadian governmental and non-governmental structures
- **Motivating** Inuit women to realize their potential as individuals and as a group
- **Promoting** self-confidence and self-reliance among Inuit women
- **Providing** resources to ensure that our children are raised with Inuit values, heritage, culture and language
- **Encouraging** the involvement of Inuit women at all levels of Canadian society
- **Facilitating** collaboration between Inuit women and other Indigenous Peoples

LIST OF BOARD OF DIRECTORS FOR 2022-2023

EXECUTIVE

- Gerri Sharpe from Yellowknife, NWT – President
- Nancy Etok from Nunavik-Ungava – Vice-President
- Malaya Zehr representing Urban East-South – Secretary-Treasurer

DIRECTORS

- Martha Flaherty as the Urban, South-East representative
- Paige Kimiksana-Kreps as the Urban Youth representative
- Esther Aglukark-Powell – representing Kivalliq
- Nancy Mike – representing Iqaluit
- Brenda Epoo from Nunavik, Hudson
- Alyssa Carpenter as a Youth representative of Inuit Nunangat
- Geela Manniapik representing Qikiqtani South

GOVERNMENT RELATIONS

Pauktuutit Inuit Women of Canada plays a vital role in government relations, advocating for the rights and empowerment of Inuit women, children, and gender-diverse individuals on national and international fronts. We strive to address the unique challenges faced by Inuit women through proactive engagement and strategic advocacy, addressing critical issues such as gender inequality, systemic racism, and violence. By fostering open dialogue, we aim to shape policies that reflect our community's diverse needs and preserve our rich cultural heritage.



Inuit Crown Partnership Committee (ICPC)

In April President Sharpe joined the Inuit-Crown Partnership Committee meeting co-chaired by Inuit Tapiriit Kanatami President Natan Obed and Prime Minister Justin Trudeau. Pauktuutit's status at ICPC meetings has changed from observer to permanent participant status. This is a positive step in strengthening the work that we do to ensure Inuit women's voices are heard and reflected in the decisions that are made at this table.



Indigenous Women's Leaders Trilateral Working Group to Address Violence Against Women (Canada, Mexico, United States of America)

On 14 July, President Gerri Sharpe welcomed the opportunity to discuss leadership and the empowerment of Inuit women and girls by virtually attending the Fourth Convening of the Trilateral Working Group on Violence Against Indigenous Women and Girls in Washington, D.C.

Inuit women must have the right to self-determination. Representation and leadership are vital in identifying the promising practices that address the impacts and leading causes of gender inequality, systemic racism, and violence.

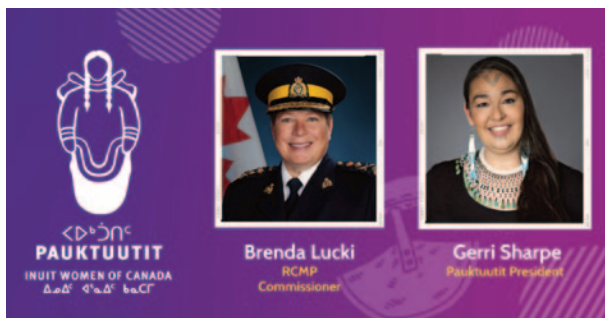
Canada-New Zealand Memorandum of Arrangement (MOA)

In August, Gerri Sharpe, President of Pauktuutit Inuit Women of Canada, accompanied the Canadian delegation led by Honourable Minister Patty Hajdu to New Zealand. President Sharpe played a pivotal role in witnessing the signing of the Indigenous Collaboration Arrangement between the governments of Canada and Aotearoa-New Zealand. This historic agreement underscored the dedication to Indigenous collaboration.





During the visit, President Sharpe engaged with Māori leaders, government representatives, and organizations, fostering **Indigenous-to-Indigenous** and **Indigenous-to-Government** relationships. The interactions include **sharing Inuit experiences and culture**, contributing to a mutual exchange that benefited both nations.



Pinasuqatigiinniq Agreement (RCMP MOA)

Pauktuutit's President, Gerri Sharpe, met with RCMP Commissioner Brenda Lucki, on September 27, 2022, as part of the Pinasuqatigiinniq Agreement, also known as RCMP MOA. Our partnership has evolved

to include Pauktuutit's Engagement Principles, RCMP Core Values and Terms of Reference. This principled approach is based on mutual trust in transparent and open communication, with the shared goal of reducing violence against Inuit women, children, and gender-diverse Inuit through an engaged, sensitive, and culturally responsive policing service.

"Through the growth of our Agreement, we are working to ensure our **equitable participation**. Together we have created mechanisms for Inuit women's advocacy, and inclusion in processes of **engagement, co-development, implementation, and opportunity for evaluation**," explained President, Gerri Sharpe.



Standing Senate Committee on Social Affairs, Science and Technology

In September, President Gerri Sharpe appeared virtually at the Standing Senate Committee on Social Affairs, Science and Technology. President Sharpe addressed the Committee to discuss the importance of using a culturally specific Gender-based Analysis Plus (GBA+) lens in the policy process “Pauktuutit’s Inuit-specific GBA+ Framework is a tool that can safeguard against practitioners’ existing blind spots,” President Sharpe explains. “This will help build their competency around developing policy and programs that result in advanced equity outcomes for Inuit women, children, gender-diverse Inuit, and their families.”

Federal-Provincial-Territorial (FPT) Forum of Ministers Responsible for the Status of Women, Ministry of Women and Gender Equality (WAGE)

On November 7 and 8, Pauktuutit participated in the 40th annual Meeting of the National Indigenous Leaders and Representatives (NILRS) and Federal-Provincial-Territorial (FPT) Ministers Responsible for the Status of Women in Pictou County, Nova Scotia. Pauktuutit’s President Gerri Sharpe, shared solutions and discussed ideas for collaborative work. President Sharpe highlighted Pauktuutit’s Inuit-specific Gender-Based Analysis Plus (GBA+) Framework.



Pauktuutit’s Executive Director, Rosemary Cooper and President, Gerri Sharpe joined the Meeting of the National Indigenous Leaders and Representatives (NILRS) and Federal-Provincial-Territorial (FPT) Ministers Responsible for the Status of Women, in Pictou County, Nova Scotia.

Implementation of the *United Nations Declaration on the Rights of Indigenous Peoples Act*

Pauktuutit served as a consultant for Justice Canada on the Action Plan for the UN Declaration Act. This plan outlines the steps Canada must undertake in collaboration with Indigenous communities to actualize the principles and rights outlined in the UN Declaration. The Action Plan will offer a strategic roadmap for these joint efforts and serve as a concrete means to advance reconciliation. We are optimistic about the forthcoming implementation phase of the *United Nations Declaration Act* (UNDA), specifically focusing on safeguarding the rights of Inuit women in Canada.



Indigenous Justice Strategy

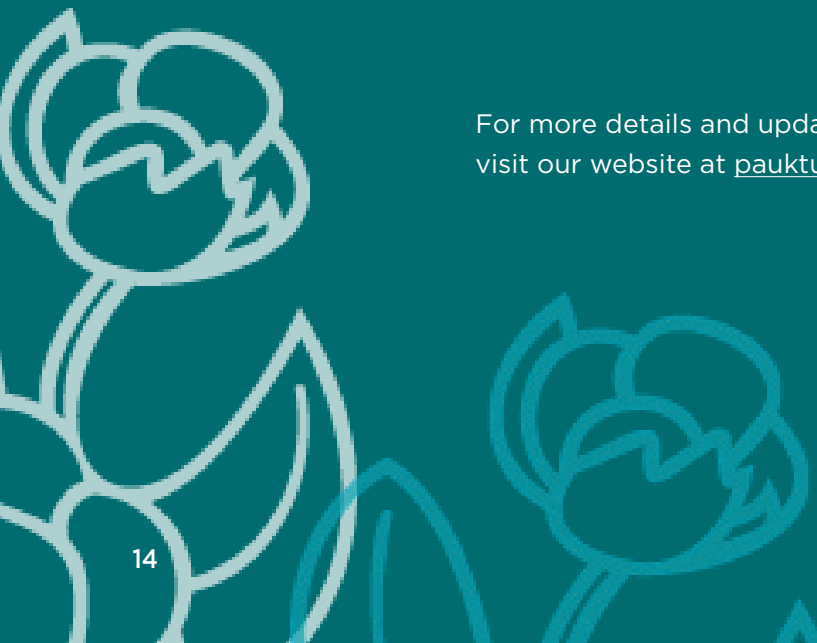
Pauktuutit is participating and engaging Inuit women in the revision of Justice Canada's [Indigenous Justice Strategy](#). This strategy will aim to address [critical issues](#) and [implement recommendations](#) identified by Inuit women and families in our [national Inuit action plan](#) on missing and murdered Inuit women, girls and gender-diverse people, as well as our meeting survivor needs report.

PAUKTUUTIT'S PORTFOLIOS



Every department conducts its work through a wide range of activities to address the priorities and needs of Inuit women, their families, and gender-diverse Inuit.

For more details and updates, visit our website at pauktuutit.ca.



Health

Enhancing the well-being of Inuit women and their families remains a key focus since Pauktuutit's establishment in 1984. The Board and staff are actively addressing matters related to many aspects of health and well-being.

The CheckUp! Project

The CheckUp! project experienced continued success on our Facebook page, increasing followers and post shares. The project team is developing a manuscript

detailing the results of the Land Based Program hosted in Inuvik in 2022. CheckUp-Project | Kuujjuaq QC | Facebook

Cannabis in Our Communities

The Cannabis in our Communities Project, focused on harm reduction for Inuit youth and expecting parents, concluded in March 2023 with a final national online survey and in-person discussion groups in Yellowknife and Inuvik. The resources and tools reached 2,921 individuals. Our social media posts on Facebook, Instagram, and Twitter have garnered a total digital reach and engagement of 647,568, including views, reactions, comments, shares and retweets. Over 800 physical toolkits were shared with youth, stakeholders, and health providers. Project staff continue to receive requests for project materials. As a result of our work, Pauktuutit was invited to attend and provide materials at the Ungammuatuuq Substance Use and Addictions Conference in Kuujjuaq, Nunavik, hosted by Isuarsivik Regional Recovery Centre and the Health Board.



Sexual Health Network

The Sexual Health Network (SHN) continues to meet bi-monthly to discuss and exchange information on Inuit sexual health trends and promising practices. The Network attended the Developmental Origins of Health and Disease (DOHaD) conference on August 27-31, 2022,

in Vancouver, BC, and had the first face-to-face meeting since the COVID-19 pandemic. The in-person meeting provided an opportunity to identify priorities and strategies for advancing the Tavva Inuit Sexual Health Strategy, including expanding the understanding of holistic sexual health to include reproductive health and the importance of midwifery to sexual and reproductive health.



Inuit Sexual Health Community Action Fund

By focusing on building upon resources and support for Inuit youth sexual health, this project gained momentum this year. Regional engagement sessions to identify gaps, opportunities, and areas for expansion in sexual health resources and services were completed for youth and service providers in Iqaluit, Yellowknife, and Inuvik. These sessions helped identify the needs of youth and service providers for effective sexual health education and Sexually Transmitted Blood Borne Infections (STBBI) prevention for future project phases. Pauktuutit held its first-ever gender and sexual diversity targeted engagements, which, despite their challenges, provided essential learnings for the project and the organization.

Iqaluit Youth
Join Pauktuutit's

Youth Arts-based Workshop
to discuss sexual health and wellness

Youth will discuss sexual health and wellness with service & healthcare providers.

Food and drinks included

Saturday, FEB. 18 2023

Ages 13 - 16
10 am - 1 pm
For Brunch

Ages 17 - 24
2 pm - 6 pm
For Dinner

411 Pounna
Oagglavut Performing Arts
Iqaluit, NU

Paid Participation

For more info and to sign-up contact:
Shayla Scott
sscott@pauktuutit.ca

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Cancer Project

Pauktuutit continues to advocate for culturally safe cancer care for Inuit and share resources. Through our work with the University of Ottawa on the implementation of The Inuusinni Aqqusaaqtara—My Journey suite of cancer resources, the Inuusinni Aqqusaaqtara—My Journey Healthcare Provider Module has been completed over 300 times by students and service providers. We also concluded two engagements, one with cancer survivors, patients, and caregivers in Inuvik and the other with cancer and related care providers in Yellowknife in March 2023 for the completion of our partnership with the Canadian Indigenous Nurses Association. These engagements reinforced the need for in-person Inuit-specific cultural safety training for providers and more support for patients and families accessing cancer care.

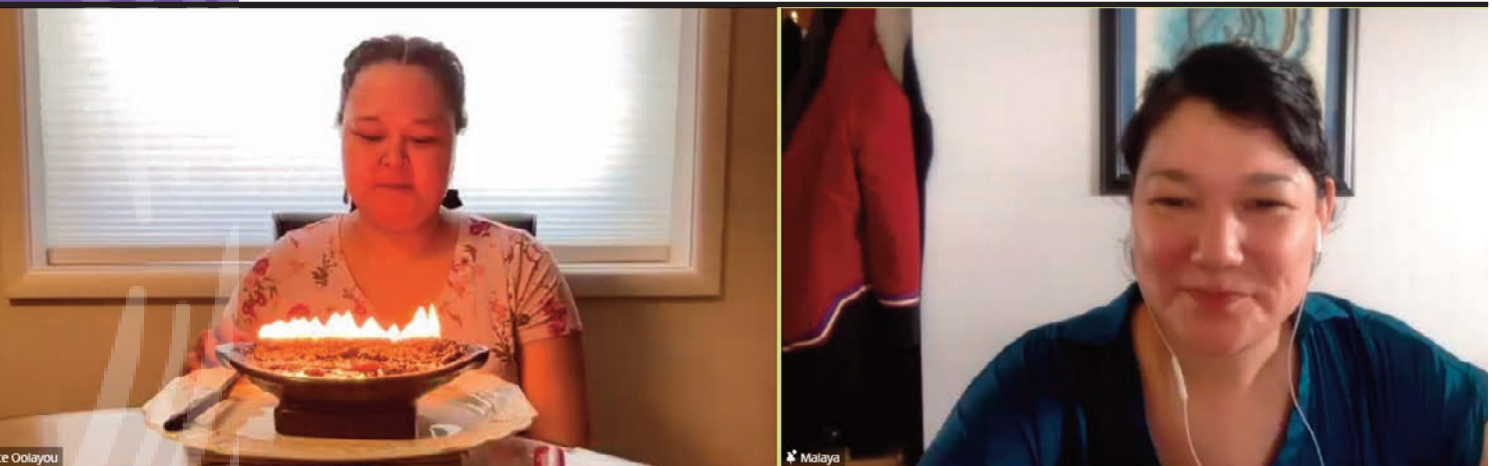
Development and Implementation of a National Inuit Midwifery Framework (NIMF)

In May 2022, Pauktuutit Inuit Women of Canada received funding from Indigenous Services Canada (ISC) to develop and implement the National Inuit Midwifery Framework (NIMF). The primary objective of the framework is to restore and revitalize Inuit midwifery practices and services in Inuit Nunangat. The initiative aims to address current challenges faced by Inuit birthers, infants, families, and communities, who often need to travel long distances for maternal care. Additionally, the NIMF will aim to safeguard the sexual and reproductive health rights of Inuit women while integrating Inuit midwifery practices into healthcare service delivery.



National Midwifery Forum

In partnership with the National Council of Indigenous Midwives (NCIM), Pauktuutit hosted a virtual National Inuit Midwifery Forum on March 28-30, 2023. The goal was to enhance awareness and understanding of current challenges faced by Inuit, the role of Inuit midwives, the importance of access to culturally informed midwifery services to health and wellness, and the need for a rights-based framework to facilitate the return and reintegration of Inuit midwifery.



Throughout the Midwifery Forum, participants heard from Inuit mothers, fathers, grandparents, and Elders, who shared their experiences with childbirth evacuation policies, and discussed their aspirations for increased social support, closer-to-home access to culturally safe care, and safer environments for Inuit and their families when seeking care outside their communities. A graphic illustration was developed contrasting the envisioned return of birth and Inuit midwifery practices to communities with the current birthing experiences.

When finalized, the Midwifery Forum report and illustration will be posted online and circulated to partners and participants. Learnings from the Midwifery Forum inform ongoing efforts by Policy and Research to advance the development and implementation of the NIME.



Inuit Perinatal Wellness Hub Project

Within the Inuit Perinatal Wellness Hub Project, Pauktuutit is a valuable member of the Advisory Committee, working in tandem with Dr. Patricia Johnston, the nominated principal applicant from the Department of Social Work at the University of Calgary. Spanning four years (2023-2027), this initiative, funded by the Canadian Institutes of Health Research (CIHR), aims to establish a virtual hub supporting perinatal wellness in Nunavut's Kivalliq Region. Pauktuutit's involvement is underscored by a Memorandum of Understanding (MOU) outlining our dedicated participation in the advisory committee. The project aspires to extend its impact from the regional level to encompass the entire territory and nation in the years ahead.



Indigenous Community Research Collaboration: Exploring the Economic Costs and Social-Cultural Benefits of Indigenous Midwifery

This collaborative project, led by the University of Calgary and Pauktuutit Inuit Women of Canada, under the guidance of Principal Investigator Dr. Jennifer Leason, aims to delve into the economic costs and social-cultural benefits of Indigenous midwifery.

This initiative is focused on improving Indigenous midwifery practices by conducting a thorough review to identify the most effective approaches. The project also examines the economic costs and positive cultural impacts associated with midwifery-assisted evacuations. Employing knowledge translation and implementation science, the team aims to create specific recommendations for policies and programs that align with each community's unique context.

SOCIAL AND ECONOMIC DEVELOPMENT



Pauktuutit's Social and Economic Development team has a broad mandate covering various social and economic issues, including political equality, women's leadership, education, housing, early learning and childcare, traditional knowledge preservation, and national and international engagement.

Addressing Inuit Women's Economic Prosperity in the Resource Extraction Industry

The department continued its work on this critical portfolio by participating in national forums, steering committees, and working groups related to the industry. More specifically, the department is engaged on platforms that work alongside industry actors to better advocate for the needs and well-being of Inuit women in the resource extraction industry.

Enhancing Inuit Women's Economic Development

This multi-year project dedicated to enhancing economic opportunities for Inuit women continued to produce essential resources. In the 2022-2023 period, video tutorials were launched involving entrepreneurship, exploring marketing, budgeting, business plans, and social media for businesses. This included delivering an in-person entrepreneurship workshop in Pangnirtung, Nunavut in February 2023.

The inaugural workshop presented materials developed throughout the project's life and focused on the entrepreneurial needs of the community participants. Other project deliverables included an in-depth, gender-based analysis of Inuit women-owned businesses, which produced a detailed research report. The work outlines how governmental, regional, and community actors can better address the needs of Inuit businesswomen.

Reaching Home

This intensive, six-month project explored challenges and barriers Inuit encountered outside Inuit Nunangat related to housing and homelessness. The project yielded valuable research data, now informing federal policies on housing and homelessness resources and support for Indigenous Peoples. The project's final research report has targeted recommendations for various governmental and non-governmental actors regarding the housing needs of Inuit living in urban centers across Canada.



PANGNIRTUNG
JOIN OUR
BUSINESS DEVELOPMENTAL WORKSHOP

Interested in starting a business and need guidance on where to start?
Everyone is welcome.

FEB. 27 and 28 2023
10 am - 2 pm EST

Auyittuq Lodge Inns
North Conference Room

FOR MORE INFO AND TO REGISTER CONTACT
Natalie Ittinuar at
nittinuar@pauktuutit.ca.

 Inuit Women in Business Network
Inuqitit Ainnan Nanihuqutit

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Inuit Shelters and Transitional Housing

Pauktuutit continued its outreach to meet the targeted shelters and transitional housing numbers, 13 shelters and 15 transitional houses. Currently, three applications are approved for funding: One shelter in Sanikiluaq, Nunavut, is expected to start construction in June 2023. One shelter and one transitional housing project in Puvirnituq, Nunavik, are expected to start construction in March 2024.

To assist applicants in preparing their proposals for shelters and transitional houses, Pauktuutit is producing a series of Inuit Shelters and Transitional Housing Application Support Guides. These will be completed by August 2023 and uploaded to the Pauktuutit website.

Pauktuutit undertook an environmental scan to uncover and analyze the gaps and barriers that Inuit women, children, and gender-diverse individuals encounter when seeking access to shelters. The research report titled "Planning for the Future: The Reality Inuit Women Face When Seeking Shelter from Domestic Violence" will be completed by November 2023.

Partnership and collaboration with Employment and Social Development Canada (ESDC) Engagement Protocol Agreement (EPA)

Pauktuutit continued its partnership commitment with Employment and Social Development Canada. The ongoing partnership involves regular advisory meetings, fostering a mutually beneficial relationship with ESDC to address issues concerning Inuit women. Throughout the year, Pauktuutit prioritized discussions that underscored the specific needs and priorities of Inuit women. Verbal reports were provided on various policy matters, emphasizing a Gender-based lens approach.

Additionally, Pauktuutit contributed to in-depth research on the post-COVID-19 economic recovery of Inuit women businesses. This research, titled "Economic Recovery for Inuit Women in Business in the Post-COVID-19 Environment," aimed to support ESDC's collaborative efforts with federal counterparts, shedding light on the challenges faced by Inuit women entrepreneurs in their recovery journey.

VIOLENCE AND ABUSE PREVENTION AND JUSTICE

The Violence and Abuse Prevention team is dedicated to addressing a broad spectrum of issues affecting the safety and well-being of women and children.

This includes tackling problems such as family violence, child sexual abuse, human trafficking and advocating for the rights of victims.



National Conversation on Gender Equality with Young Canadians

This project wrapped up with a celebratory national multimedia campaign focused on fostering and creating impactful changes, specifically around how we communicate about gender attitudes, which is why it is essential to analyze language as it shapes our social and cultural attitudes/biases.

The work included an extensive public awareness campaign to promote and encourage a general understanding of gender-related challenges in the Inuit community like violence against women and the gender pay gap. We also helped to illustrate how values and norms influence our reality, reinforce stereotypes, and support the structures that produce inequalities while revealing how overcoming existing barriers to gender equality can be beneficial for all.

Meeting Inuit Survivors' Needs: An Inuit Nunangat Multi-Community Study of Gender-Based Violence and the Criminal Justice System

The final deliverable, launched during 2022-2023, included the distribution of the final report. It highlights Inuit women's experiences with the criminal justice system across Inuit Nunangat as victims of gender-based violence, to increase awareness and understanding of the needs, challenges, and service gaps that face Inuit women. The project yielded valuable research data that informs legal court cases to support the survivors of gender-based violence.

Engaging Young Men and Boys in Challenging Gender Norms in Addressing Gender-based Violence

The project is built up from our earlier community-based 'Engaging Men and Boys in Reducing Violence against Women and Girls' project to initiate conversations with Inuit boys and young men around masculinity, relationships, community, and violence as it relates to raising healthy and happy children.



We are developing a parenting life skills program for young men and boys, with relevant cultural programming that celebrates Inuit traditions and pride in one's community, including Inuit-specific activities. We are also developing a Parenting Life Skills toolkit.

Survivors of Intimate Partner Violence and Family Justice System's Response

This multi-year project is dedicated to enhancing support to survivors of intimate partner violence through the family law system by increasing opportunities for family law practitioners, including legal aid, and court workers, among others, to have access to training, guidance, and resources that support trauma-informed practices. By incorporating an Inuit-specific GBA+ lens, the project aims to improve the coordination of services for Inuit women and gender-diverse people accessing and interacting with the family justice system.

Missing and Murdered Indigenous Women and Girls+ The Red Amautiit Project

Pauktuutit's Red Amautiit Project is a commemoration project honouring the lives and legacies of Missing and Murdered Inuit Women and Girls and Gender-diverse Inuit. Through this Red Amautiit project, missing and murdered Inuit women will be honoured. By raising awareness, we pay tribute to our loved ones while encouraging everyone to break the cycle of violence against Inuit women, girls and gender-diverse individuals.

The Red Amautiit Project features five handmade Amautiit, including four regionally distinct pieces and one statement piece that pays tribute to Elders and the sharing of traditional knowledge through sewing. An Inuk seamstress from each region designed an Amauti in the local representative style: Eunice Tunraluk, from Arctic Bay, Nunavut; Heather Angnatok, from Nain, Nunatsiavut; Shirley Elias, from Inuvik, Inuvialuit; Sarah Samisack, from Inukjuak, Nunavut; and our Elder, Nancy Pukinaq Aupaluktuq, Baker Lake, Nunavut.

Our goal is to unveil the project on May 5, 2023, to mark Canada's National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and Two-Spirit People. We envision housing our red amautiit in cultural centres across Inuit, Nunangat and Canada. When the project is complete, we will announce where the travelling amautiit exhibit will be on display.



GENDER-BASED ANALYSIS PLUS

As a responsive organization to Inuit women's needs in Canada, Pauktuutit recognizes the importance of Inuit women taking ownership of their well-being by conducting their own gender-based analyses. Development should be led by and for Inuit women and gender-diverse Inuit and grounded in Inuit Qaujimajatuqangit (IQ) Principles.

Externally launched in October 2022, our Inuit-specific GBA+ Framework is a pivotal policy and research tool. It adopts an intersectional approach to comprehensively address the distinctive factors shaping the everyday experiences of Inuit women. This framework provides a platform to amplify and prioritize the perspectives and concerns of Inuit women and gender-diverse Inuit populations that have historically faced systemic neglect or oversight.

Pauktuutit is collaborating with CIRNAC and other Federal partners to leverage training and dissemination opportunities internal to the Federal government. At the same time, we are finalizing the layout and content for a webpage specific to our Inuit-specific GBA+ Framework and developing training modules that will be utilized to train Pauktuutit staff.



COMMUNICATIONS DIVISION

As Pauktuutit continued to grow and evolve, so did our communications division. President Gerri Sharpe participated in various media interviews with the press, including a feature with Up Here Magazine as part of their 'Important Northerners' series, discussions with CBC North, CBC Labrador, and Nunatsiaq News, among others, on issues ranging from a lack of birthing services in Nunavut, shelters, food insecurity, Elder abuse, and family violence. These interviews significantly raised public awareness of Pauktuutit's influential work while reinforcing our presence on both local and national fronts.

Alongside traditional media, the communications team maintained an active social media presence, sharing Pauktuutit's message with a broader audience, engaging the community and highlighting achievements.

Recognizing the importance of self-sufficiency, we focused on building in-house communications capacity to reduce reliance on external consultants. This strategic move enhanced our flexibility and responsiveness while optimizing resource allocation for a more efficient and sustainable communications structure.

A significant undertaking for the team was organizing and facilitating the Annual General Meeting (AGM) in Iqaluit. This was our first in-person gathering since 1998. Navigating the complexities of remotely organizing an in-person event presented unique challenges. Still, the team's dedication and adaptability resulted in a successful AGM. This achievement underscored Pauktuutit's commitment to fostering community connections and ensuring the active participation of its members.

The Communications Division supported the organization's deliverables, maintaining a unified voice in publications. This collaborative effort strengthened Pauktuutit's messaging, strengthening its influence and resonance with the broader public.

As Pauktuutit continues its focus on advocacy, the communications division stands as a crucial pillar, driving awareness, engagement, and unity in our pursuit of positive change.



ANNUAL GENERAL MEETING 2022-2023

In February, Pauktuutit Inuit Women of Canada convened in Iqaluit for their Annual General Meeting, marking a return to the location for the first time in 25 years. After the earlier restrictions imposed by the pandemic, it was heartwarming to meet fellow board members and delegates face to face, renewing acquaintances and meeting new people.



Aside from addressing the usual AGM agenda items, the organization was thrilled to commemorate the grand opening of their Nunavut Regional office. This satellite office was established in Iqaluit to facilitate consistent communication at the headquarters level.

To mark the occasion, the board hosted a community gathering. The informal evening included a ribbon cutting ceremony for the regional office, and offered food, music and dancing. We were moved by the impromptu donation of two pauktuutit from Elder Martha Tikivik. The Pauktuutit originally belonged to her mother.

Executive Director Rosemary Cooper received the gift from her aunt Martha Tikivik. Another highlight included the awarding of the grand door prize of two airline tickets to Elisapee Davidee. Aningmiuq, generously donated by our major sponsor Canadian North.



Executive Director Rosemary Cooper receiving two Pauktuutit from Elder Martha Tikivik.

Paige Kimiksana-Kreps, Nancy Etok, Rosemary Cooper and President Gerri Sharpe during the AGM in Iqaluit.





Board Members, Staff Members and Delegates at the AGM.

We extend our heartfelt thanks, Nakurmiik, to all our guests and supporters who made the two-day session and accompanying community event **truly inspiring**. Key highlights and announcements include:

Inuit-Specific Shelter Approvals

One of the key highlights from our AGM is the approval of four Inuit-specific shelter applications. Emergency Shelters have been greenlit for three communities, including Sanikiluaq and Ottawa. These shelters play a crucial role in ensuring the safety and well-being of our communities, and Pauktuutit is proud to support these initiatives.

Ministerial Greetings

We were honoured to receive video greetings from distinguished guests, including Minister Len, Minister Lametti, Minister Vandal, and Minister Miller. These messages underscore the importance of our work and the collaborative efforts between Pauktuutit and various government entities.

Engaging with Government Leaders

The AGM facilitated face-to-face discussions with key figures from the Government of Nunavut, including [Premier PJ Ageeagok](#), [Minister Margaret Nakashuk](#), [Minister John Main](#), and the [Deputy Minister for Justice Stephen Mansell](#). These interactions strengthened our partnerships and furthered our commitment to achieving common goals.



Honourable John Main Minister of Health and Stephen Mansell Deputy Minister of Justice at the AGM.

Policy and Programs

The second day of the AGM showcased the depth of our policy and program work. Staff presented comprehensive overviews of initiatives such as the Inuit-Specific GBA+ Framework, Midwifery, and Engaging Young Men and Boys, sparking lively discussions. These conversations are instrumental in shaping our strategies for the future.

Board Elections and Leadership Announcement

In addition to the regular business proceedings, board elections were conducted to fill vacant positions. Newly elected and existing board members convened in early March for a special board meeting to name the President, Vice-President, and Secretary-Treasurer.



Premier of Nunavut PJ Akeeagok and Honourable Margaret Nakashuk, Minister of Status of the Women at the AGM.

Inuk Woman of the Year and Young Inuk Woman of the Year

A highlight of our AGM is the announcement of the Inuk Woman of the Year and Young Inuk Woman of the Year. We proudly congratulated Nikki Komaksiutiksak, Executive Director of Tunngasugit, as Inuk Woman of the Year and Malaya Bishop, Underwater Research Technician for Parks Canada's Underwater Archaeology Team, as the Young Inuk Woman of the Year. These inspiring women serve as role models for Inuit, and we celebrate their leadership, creativity, and success.



Malaya Bishop attended our AGM in Iqaluit, where she was awarded Pauktuutit's Young Inuk Woman of the Year Award.

Continuing Advocacy and Building Connections

Our AGM emphasizes the importance of **building connections, solidifying partnerships, and advocating for equity for Inuit women, girls, and gender-diverse Inuit** and their communities. The presence of distinguished guests, including Premier PJ Akeeagok, Cabinet Ministers, MP Lori Idlout, Natan Obed, and RCMP Commissioner Brenda Lucki, highlighted the collaborative spirit driving our collective efforts.

BOARD OF DIRECTORS ELECTED

As part of regular AGM business in Iqaluit, board members were elected to fill vacant positions. On March 9, the newly formed Board of Directors met virtually to elect the Executive Committee. Pauktuutit was pleased to announce the following changes to our Board of Directors.

Gerri Sharpe from Yellowknife, NWT, was re-elected and continued as President. **Nancy Etok** from Nunavik-Ungava remained in her role as Vice-President. Returning executive member **Charlotte Wolfrey** from Nunatsiavut was elected Secretary-Treasurer, a position she previously held.

"I am excited to continue as President and **appreciate the confidence of the Board** in re-electing me. I am also **enthusiastic about the work ahead** with the new and existing board members,"
said President Sharpe.

We are excited to continue with our current Board members,

- **Martha Flaherty** as the Urban, South-East representative
- **Paige Kimiksana-Kreps** as the Urban, Youth representative
- **Esther Aglukark-Powell**, representing Kivalliq

The following new members also joined the board:

- **Catherine Mitsuk**, representing Happy Valley-Goose Bay
- **Sara Idlout**, representing Nunavik, Hudson
- **Lois (Loeee) Mike** representing Qikiqtani South
- **Josephine Tucktoo** representing Kitikmeot
- **Kourtney Wolkie** representing Inuvialuit
- **Lillian Lundrigan** as the Urban, South-West representative

President Sharpe stated, "On behalf of the Board and staff, we extend our gratitude to the outgoing Board members; Urban East-South representative Malaya Zehr, who also served as Secretary-Treasurer, Nancy Mike from Iqaluit, who was part of the Resolutions Committee, Brenda Epoo from Nunavik, Hudson, Alyssa Carpenter as a Youth representative of Inuit Nunangat, who filled many committee roles on behalf of the organization, and Geela Manniapik from Qikiqtani South."

INUIT WOMEN OF THE YEAR

Each year, Pauktuutit selects outstanding women to receive Inuk Woman of the Year and Young Inuk Woman of the Year. These awards recognize recipients' essential contributions to their communities and the inspiration they provide to other Inuit women.

Malaya Bishop, Young Inuk Woman of the Year

Malaya Bishop was named Young Inuk Woman of the Year. Originally from Iqaluit, NU, she works near Gjoa Haven, NU, as an Underwater Research Technician for Parks Canada's Underwater Archaeology Team.

She proudly advocates for an Inuit presence in her role with Parks Canada. She researches historical Inuit knowledge, while supporting residents to ensure their voices are included in decisions that impact their communities.

She encourages Inuit youth to follow her lead and pursue Underwater Research as a career in Nunavut. She is passionate about listening to stories and searching underwater for potential archaeological sites.





Nikki Komaksiutiksak,
Inuk Woman of the Year

Nikki Komaksiutiksak from Chesterfield Inlet, NU, was awarded the Inuk Woman of the Year. Nikki is the Executive Director of Tunngasugit, Western Canada's first Inuit Resource Centre located in Winnipeg, MB, and an active member of Inuit community there and uses her experiences to assist other Inuit moving to the big city.

Nikki demonstrates a passion for her cultural identity. She is an experienced throat singer, teaches Inuit history and culture and is a heartfelt musical performer. Nikki has participated in several international events, including representing Manitoba and Inuit at the 1996 Atlanta Olympic Summer Games and, more currently, the 2015 Indigenous Music Awards in Winnipeg.

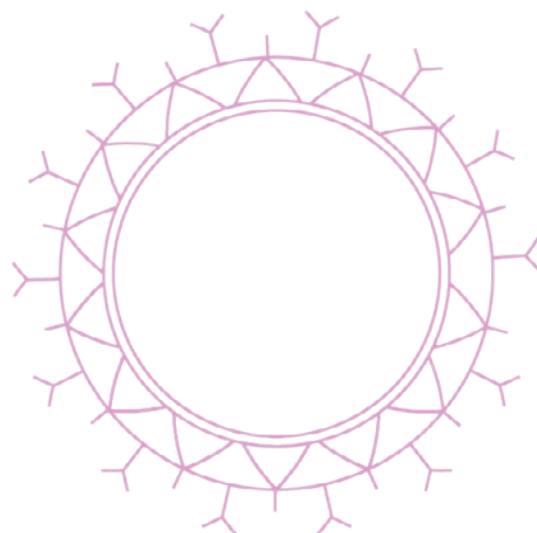
2022-2023 FUNDERS

Pauktuutit requires financial support to continue our mission.

These critical investments mean that we can continue to support Inuit women and gender-diverse individuals, their families and their communities, wherever they live in Canada.

Pauktuutit's Board of Directors sincerely thank the funders below for their generous financial assistance in 2022-2023 and we look forward to future collaborations.

- Canadian Northern Economic Development Agency (CanNor)
- Canadian Cancer Society
- Canadian Heritage
- Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)
- Employment and Social Development Canada (ESDC)
- Indigenous Services Canada (ISC)/ First Nations Inuit Health Branch (FNIHB)
- Indigenous Services Canada (ISC)
- Indigenous Services Canada (ISC)/Canada Mortgage and Housing Corporation (CMHC)
- Inuit Tapiriit Kanatami (ITK)
- Justice Canada
- PHAC (Public Health Agency of Canada)
- Polar Knowledge Canada
- Public Safety Canada
- University of Ottawa
- University of Saskatchewan
- Women and Gender Equality Canada (WAGE)



PAUKTUUTIT INUIT WOMEN
OF CANADA

FINANCIAL STATEMENTS 2022 - 2023



CONSOLIDATED FINANCIAL POSITION

As of March 31, 2023 with comparative figures for 2022

	2023	2022
Assets		
Cash and other working capital	\$ 9,629,479	\$ 6,393,648
Capital & Other Assets	94,797	87,940
Total Assets	\$ 9,724,276	\$ 6,481,588
Liabilities and Net Assets		
Accounts Payable and Accrued Liabilities	\$ 742,811	\$ 515,567
Deferred Revenue	8,114,646	5,369,764
	8,857,457	5,885,331
Leasehold Inducements	1,009	3,452
Net Assets:		
Unrestricted	804,292	539,574
Invested in capital assets	61,518	53,231
	865,810	592,805
Total Liabilities and Net Assets	\$ 9,724,276	\$ 6,481,588

CONSOLIDATED STATEMENT OF OPERATIONS - CORE FUNDING

Year ended March 31, 2023, with comparative figures for 2022

	2023	2022
Revenue		
Core Funding	\$ 488,024	\$ 488,024
Other	188,493	54,326
Total Revenue	\$ 676,517	\$ 542,350
Expenses		
Administration	795,803	610,716
Policy & Program Development	153,635	190,604
Board Meetings/AGM	95,043	92,764
Amortization of Capital Assets	15,680	13,680
Other	-	-
Total Expenses	\$ 1,060,161	\$ 907,764
Deficiency of Revenue over Expenses - Core Funding	(383,644)	(365,414)
Project Recoveries	656,649	808,582
Excess (Deficiency) of Revenue over Expenses	\$ 273,005	\$ 443,168

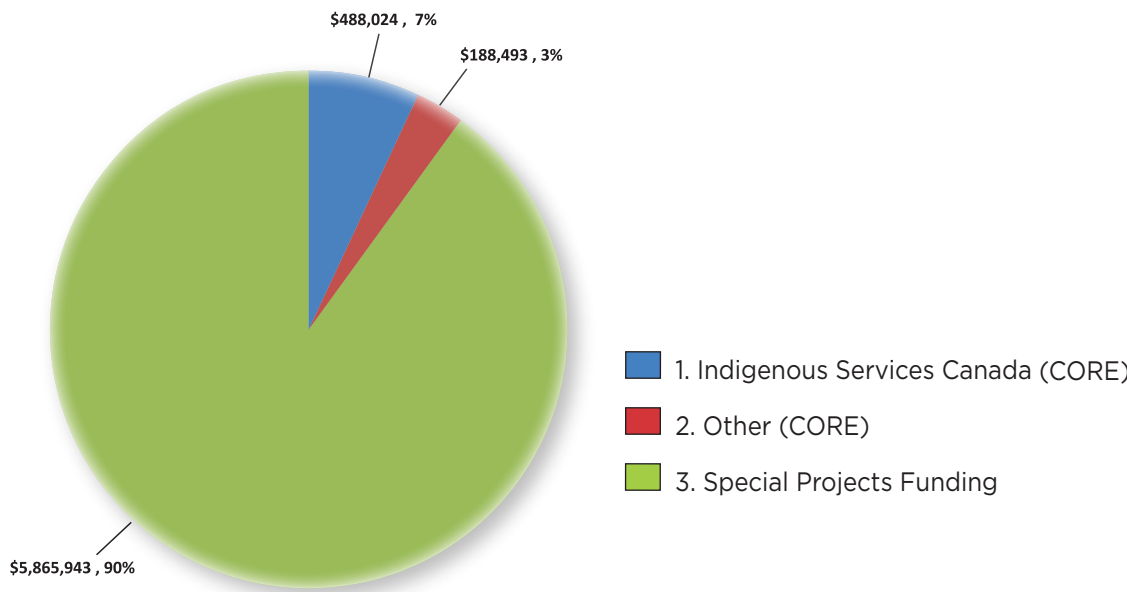
CONSOLIDATED STATEMENT OF OPERATIONS - SPECIAL PROJECT FUNDS

As of March 31, 2023 with comparative figures for 2022

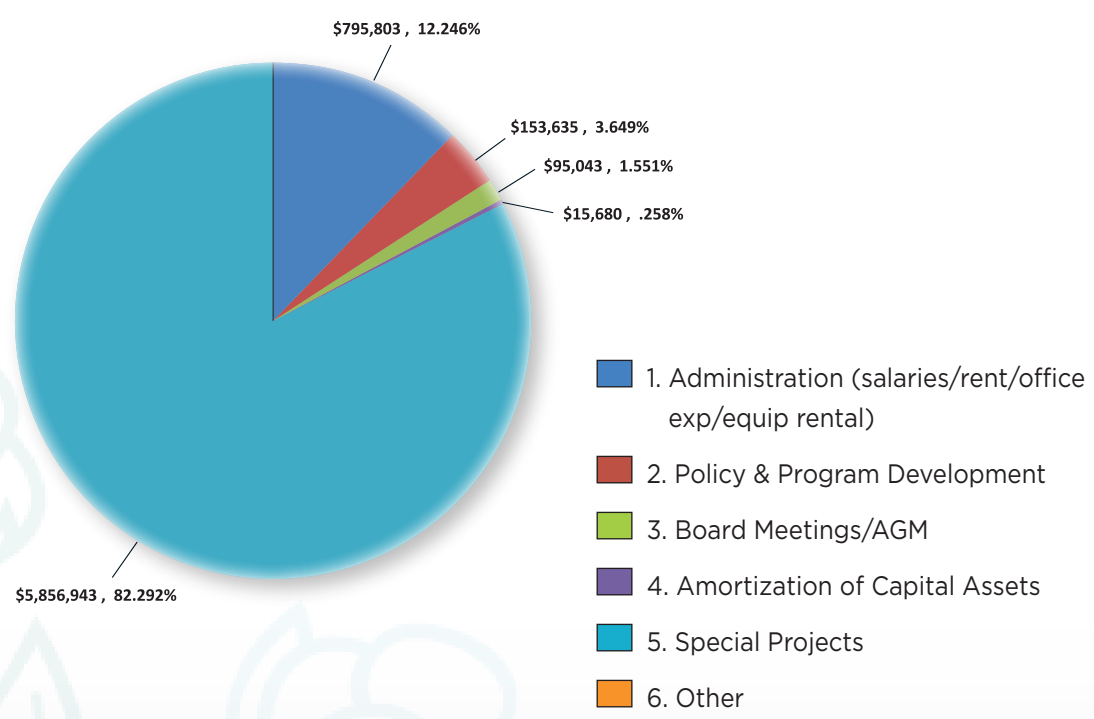
	2023	2022
Revenue		
Deferred Revenue, Beginning of Year	\$ 5,168,106	\$ 3,778,036
Contributions	8,677,578	9,798,137
Less: Payable to funding agencies	(36,748)	(103,501)
Add: Payable to funding agencies prior years	103,501	40,153
Less: Repayment of project funding	-	(3,405)
Less: Reallocation to deferred contributions	(66,753)	(5,204)
Deferred Revenue, End of Year	(7,979,741)	(5,168,106)
Total Revenue	5,865,943	8,336,110
Expenses		
Consolidated expenses	5,865,943	8,336,110
Total Expenses	5,865,943	8,336,110
Excess (Deficiency) of revenue over expenses	\$ -	\$ -

REVENUES AND EXPENSES 2022-2023

Revenues - Where the money comes from



Expenses - Where the money goes



REVENUES AND EXPENSES 2022-2023

Abuse Prevention Projects

Intimate Partner Violence & Traumatic Brain Injury	962
National Conversations on Gender Equality	226,414
Engaging Young Men and Boys (EYMB)	60,380
Engaging Young Men and Boys	124,966
Survivors of Intimate Partner Violence and the Family Justice System Response	113,299

Violence and Abuse Prevention Project	\$ 526,021
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Health Policy and Program Projects

Inuit Cancer Society	35,465
Canadian Nurses Association	343
Cannabis in Our Communities	210,262
Tavva-National Inuit Sexual Health	285,105
The Check Up Project	65,422
FNHIB Health Top-up	13,856
HIV & HepC Community Action Fund	259,635
Ottawa U MOU	25,510

Health Policy & Program Development Projects	\$ 895,598
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Socio-Economic Development

Enhancing Inuit Women's Economic Development	642,654
Alleviating Food Security - COVID-19	55,787

Socio-Economic Development Projects	\$ 698,441
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REVENUES AND EXPENSES 2022-2023

Policy and Research

Gender Equality in the Arctic	15,000
MMIWG National Action Plan	30,729
Meeting Survivors Needs on Gender Based Violence	333,888
Reaching Home	97,743
Engagement Protocol	94,568
Health Well-Being Capacity Needs	301,761
Shelters - Inuit Women Fleeing Family Violence	391,465
Inuit Crown Partnership Committee	100,505
Improving Policing Service in Inuit Nunangat	140,525
MMIWG Commemoration Fund	40,311
MOU-GBA+	65,641
MOU	1,365,457
MOU UNDRIP	122,556
Papal Visit	30,000
Midwifery Forum	161,615
Indigenous Justice Strategy	23,901
Unique Challenges Faced by IW Housing & Homelessness	26,357
Working Together to Build Capacity	161,246

Policy and Research \$ 3,503,268

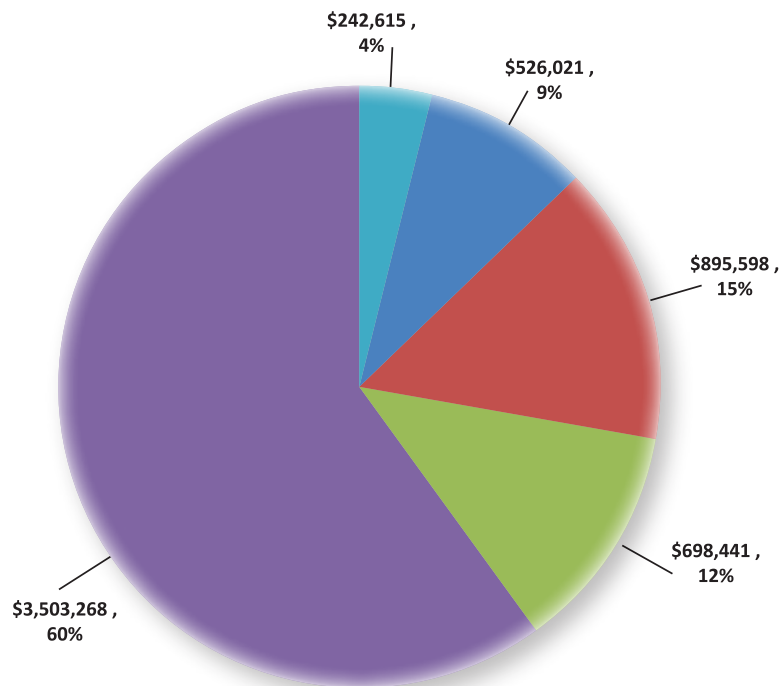
Other






BOC Top-up	118,440
History & Midwifery Research	13,416
Increasing Capacity of PIWC	49,420
Arnait National Language Initiative	61,339

\$ 242,615

Total \$ 5,865,943

SPECIAL PROJECTS 2022-2023



-  1. Violence and Abuse Prevention
-  2. Health Policy & Program Projects
-  3. Socio-Economic Development
-  4. Policy and Research
-  5. Other





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