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**PAUKTUUTIT**  
INUIT WOMEN OF CANADA

# 2021-2022

Annual Report





## Tracy O'Hearn

Tracy O'Hearn was born on Oct. 31, 1959, in Ottawa.  
She worked at Pauktuutit from 1994 – 2011.

In December 2021, sadly our long-time colleague Tracy O'Hearn passed away.

For more than 25 years Tracy advocated for Inuit women and was a driving force behind Pauktuutit's work.  
She joined us in the 1990s and helped give Inuit women a voice and a platform to create change.  
She will be fondly remembered as an individual dedicated to Inuit women and their communities.

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*Inuit are adaptable and we apply this adaptability to our work at Pauktuutit. As an organization, we have overcome significant challenges to ensure our work moves forward. Though the pandemic continues to interrupt our lives, we have also embraced new ways of operating. This flexibility has allowed us to maintain employee safety while still achieving our goals.*

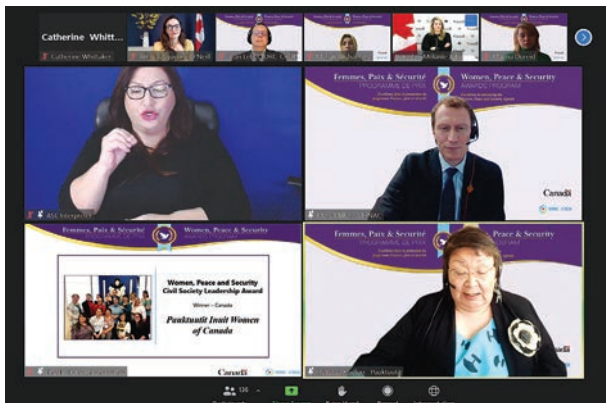
# President's Message



Rebecca Kudloo, President, 2012-2022

I am pleased to present Pauktuutit's Annual Report for the 2021-2022 fiscal year. As an organization, we continued to rally to move our work forward, even though the year represented another challenging time due to the pandemic.

As interim president, I would like to take this opportunity to thank our outgoing president, Rebecca Kudloo, for her innovation and leadership. President Kudloo stood at Pauktuutit's helm from 2013 to 2022 and worked tirelessly to improve the lives of Inuit women, children and gender-diverse Inuit.



While those of us who know President Kudloo are well acquainted with her inspiring career, her dedication was recognized internationally in February 2022 when the federal government presented her with the *Women, Peace and Security Civil Society Leadership Award*. The award is presented by Global Affairs Canada in support of the United Nations Security Council Resolution on Women, Peace and Security.

President Kudloo's drive, strength and commitment are behind many of the achievements at Pauktuutit and her legacy will serve as an inspiration for me, and for generations of Inuit women to come.

Over its 38-year history, Pauktuutit has grown to become a powerhouse that represents all Inuit women and gender-diverse Inuit in Canada. Since its creation, Pauktuutit has been a leader fostering greater awareness of the needs of Inuit women. Together, we advocate for equality and social improvements, and encourage Inuit women's full participation in the community, regional and national life of Canada. In particular, we are focused in the areas of violence and abuse prevention, health, and socio-economic development. Our Board provides direction on the priorities of these departments and the organization.

We also work with numerous partners, including other regional, national, and international Inuit organizations, Indigenous organizations, and government departments with relevant mandates and priorities.

Inuit are adaptable and we apply this adaptability to our work at Pauktuutit. As an organization, we have overcome significant challenges to ensure our work moves forward. Though the pandemic continues to interrupt our lives, we have also embraced new ways of operating. This flexibility has allowed us to maintain employee safety while still achieving our goals.

Our work this year includes significant milestones. Together with Inuit Tapiriit Kanatami (ITK), we completed and published the *National Inuit Action Plan on Missing and Murdered Inuit Women, Girls and gender-diverse people*.

On the operational side of our organization, below are highlights from Rosemary Cooper, Executive Director:

## Workplace flexibility:

At the start of the pandemic, Pauktuutit made the decision that all staff would work remotely to protect their safety. This policy has proven successful with all staff now using technology such as MS Teams and other programs to facilitate regular meetings and ensure collaborative work is being completed. We are now considering a hybrid work policy, which offers Pauktuutit employees flexibility in where they work and their work schedules in order to

support the delivery of the organization's priorities. We believe this approach will promote well-being and lead to more productive employees.

Ultimately the goal is to allow the work to determine the need for face-to-face collaboration while supporting employees to do great work in a way that makes the most sense for their life circumstances.



Included as a chapter within the National Action Plan, this plan incorporates Inuit priorities and includes a distinctions-based approach to implementing the Calls for Justice.

Also this year, we began implementing the Shelters Initiative, which is being led by Canada Mortgage and Housing Corporation (CMHC) in partnership with Pauktuutit and Indigenous Services Canada (ISC). The result of decades of advocacy by Pauktuutit, this initiative is a concrete first step that addresses the unique challenges Inuit women, children and gender-diverse people face when leaving violent situations.

In another historic first, we are also continuing to develop the first-ever Inuit-specific Gender-Based Analysis Plus framework. The framework was validated by our Board of Directors during Pauktuutit's Annual General Meeting in February 2022. Notably, this foundational document will be used to support the incorporation of Inuit laws — Maligait and Inuit Qaujimagatuqangit.

We continued to ensure the voices of Inuit women are included in national initiatives.

In January 2022, Engagement discussions with Justice Canada led to the development of the action plan related to the implementation of the *United Nations Declaration on the Rights of Indigenous Peoples Act*. In February 2022, Pauktuutit submitted a proposal, titled "*Consultation, Cooperation, and Engagement on an Action Plan to Achieve the Objectives of the United Nations Declaration on the Rights of Indigenous Peoples Act*."

Pauktuutit started off the year with the promotion of Rosemary Cooper from acting Interim Executive Director to Executive Director. As the first Inuk leader, Rosemary's promotion reinforces Pauktuutit's priorities of having strong Inuit women at the forefront of our organization.

Pauktuutit's team has grown year over year, with 23 employees now supporting our work.

Our organization, with a focus on communications, continues to work together to support delivery in key areas. The organization is also prioritizing investing in Inuit Women



Gerri Sharpe, President, 2022-

and gender-diverse people and we continue to highlight Pauktuutit career opportunities wherever we can.

Pauktuutit implemented a new strategic plan that, for the first time, intentionally prioritized "Investing in our Team." Employees have always been the lifeblood of the organization, however, this was a step to purposefully embed a vision for the organization and to measure our actions as we moved forward. This has meant doubling our focus toward building a culture that inspires everyone to give their best every day by focusing on leadership and the basics like effective policies, work processes and tools, health and safety and employee wellness.

As Inuit, we recognize that partnership and cooperation are at the foundation of the work that we do. I would like to thank our partners at all levels of governments, as well as Inuit rights-holding land claims organizations, ITK and community partners. We look forward to building more partnerships as we work toward reaching our common goals.

Thank you.

**Gerri Sharpe**  
Pauktuutit President

### **Diversifying our Presence:**

Pauktuutit expanded to include more employees who work from outside of the National Capital Region. We have grown to include 30 percent of staff working remotely.

The increased presence of our team directly supports Pauktuutit's strategic priority to amplify the voices of Inuit women and to increase representation in Inuit Nunangit.

### **Investing in our team with leadership, tools and processes:**

We are starting a more project-based approach to provide a safe space for the director team to identify opportunities to improve our employees' experiences, and to advise and influence change for the better. The coming year will be significant as we anticipate actions driving results. We will also be implementing work processes and business tools that drive consistency, transparency and collaboration that will improve employee and organizational productivity.



## 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 in relation to 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 the 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 in 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 2021-2022



### Executive

**Rebecca Kudloo**  
President, Kivalliq

**Gerri Sharpe**  
Vice-President, Yellowknife

**Charlotte Wolfrey**  
Secretary-Treasurer, Nunatsiavut

### Directors

**Nancy Etok**  
Nunavik, Ungava Coast

**Brenda Epoo**  
Nunavik, Hudson Coast

**Nancy Arreak**  
Qikiqtani South, Nunavut

**Nancy Mike**  
Iqaluit, Nunavut

**Jeannie Ugyuk**  
Kitikmeot, Nunavut

**Anita Pokiak**  
Inuvialuit

**Martha Flaherty**  
Southeast, Urban  
**Malaya Zehr**  
Southeast, Urban

**Alyssa Carpenter**  
Youth, Inuit Nunangat

**Laura Churchill**  
Youth, Inuit Nunangat

**Anne Curley**  
Qikiqtani North, Nunavut

# Policy and Research Division

## Key Policy Initiatives

Our work this year includes significant milestones. Together with Inuit Tapiriit Kanatami (ITK), we completed and published the *National Inuit Action Plan on Missing and Murdered Inuit Women, Girls and 2SLGBTQIA+ People*. Included as a chapter within the National Action Plan, this plan incorporates Inuit priorities and includes a distinctions-based approach to implementing the Calls for Justice.

Additionally this year, we began implementing the Shelters Initiative, which is being led by Canada Mortgage and Housing Corporation (CMHC) in partnership with Pauktuutit and Indigenous Services Canada (ISC). The result of decades of advocacy by Pauktuutit, this initiative is a concrete first step that addresses the unique challenges Inuit women, children and gender-diverse people face when leaving violent situations.

In another historic first, we are developing the first-ever Inuit-specific Gender-Based Analysis Plus framework. The framework was validated by our Board of Directors during Pauktuutit's Annual General Meeting in February 2022. Notably, this foundational document will be used to support the incorporation of Inuit laws – Maligait and Inuit Qaujimagatuqangit.

We continued to ensure the voices of Inuit women are included in national initiatives.

In January 2022, engagement discussions with Justice Canada led to the development of the action plan related to the implementation of *United Nations Declaration on the Rights of Indigenous Peoples Act*. In February 2022, Pauktuutit submitted a draft proposal, titled "*Consultation, Cooperation, and Engagement on an Action Plan to Achieve the Objectives of the United Nations Declaration on the Rights of Indigenous Peoples Act*."

## Gender-Based Analysis Plus

### Pauktuutit's Inuit-Specific Gender-Based Analysis Plus (GBA+) Framework

Gender-Based Analysis Plus (GBA+) is a method of analysis that acknowledges that each person is made up of many contributing factors, and pieces of identity, that define who we are. These factors do not stand alone, but all work in concert to shape who you are and impacts how you experience and navigate systems and society.

Inuit have distinct experiences, language, history, geography, politics, social relations, values, and beliefs. For a GBA+ Framework to be relevant for Inuit women, it must be grounded in Inuit Qaujimagatuqangit (IQ) Principles. IQ Principles are Inuit societal values originally articulated and developed by Elders in Nunavut. Although IQ principles differ from region to region, their underlying values are synonymous across all Inuit Nunangat. Inuit are guided by these principles, and they address our challenges and move towards a better future.

As a responsive organization to the needs and voice of Inuit women within Canada, Pauktuutit recognizes that it is also important for Inuit women to take ownership of their wellbeing and conduct their own gender-based analyses. Development must be by, and for, Inuit women and gender-diverse Inuit and not through a top-down approach. It is for this reason that, in 2019, Pauktuutit saw the need to develop an Inuit-specific GBA+ Framework as a policy and research tool to fully incorporate an intersectional approach to understanding the many personal, psychosocial, economic, and political factors that shape the lived reality of our Inuit women in Inuit Nunangat - where Inuit live. Our Framework creates the space to amplify and prioritize the perspectives and priorities of Inuit women and gender-diverse Inuit, who have been systemically neglected or ignored.

*In another historic first, we are continuing to develop the first-ever Inuit-specific Gender-Based Analysis Plus framework. The framework was validated by our Board of Directors during Pauktuutit's Annual General Meeting in February 2022. Notably, this foundational document will be used to support the incorporation of Inuit laws – Maligait and Inuit Qaujimagatuqangit.*

Pauktuutit sought and received validation of our Inuit-Specific GBA+ Framework, from our Board of Directors, during Pauktuutit's Annual General Meeting in February 2022. After the validation and finalization process was completed, Pauktuutit applied for a copyright for our Inuit-specific GBA+ Framework.

## Health Policy

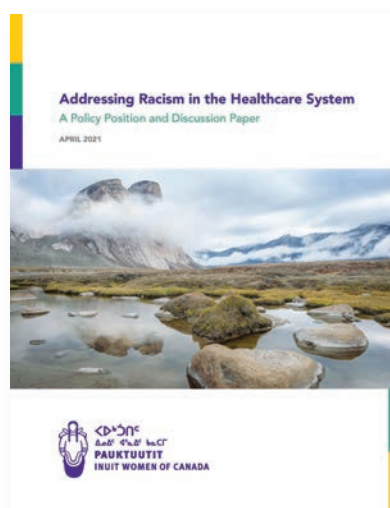
Through our Memorandum of Agreement with CIRNAC, we thank Minister Miller for Pauktuutit's ability to advance our policy and research department to address legislative and policy priorities utilizing an Inuit-specific GBA+ Framework to enable our work.

### Addressing Racism in the Health Care System: A Policy Position and Discussion Paper

Racism is an experience acutely felt by many Inuit women. This is especially true when they engage with the health care system where colonial and racist policies converge with erroneous assumptions based on negative stereotypes about Indigenous people. This has resulted in sub-standard care for Inuit, particularly Inuit women, relative to other Canadians. In extreme cases, this has even resulted in loss of life.

Anti-racism is a process, a systematic method of analysis, and a proactive course of action rooted in the recognition of the existence of racism. A trauma-informed and distinctions-based approach, grounded through the lens of Inuit women and an Inuit-specific GBA+ analysis, is critical to successfully address structural factors that continue to oppress Inuit in Canada.

It is against this background that Pauktuutit released recommendations toward eliminating anti-Inuit racism in health care settings.



*Pauktuutit released recommendations toward eliminating anti-Inuit racism in health care settings.*

### Inuit Sexual and Reproductive Health: Supporting Inuit Families and Communities. Distinctions-Based Health Legislation – Engagement Report

From September 2021 to March 2022, Pauktuutit held regional and urban engagement sessions with Inuit across Canada to hear what they believe should be addressed and included in the Federal Government's new Distinctions-based Indigenous Health Legislation.

We heard from health care workers, administrators, nurses, researchers, Elders, and mothers about their experiences in the Canadian health care system. They told powerful stories that call for dramatic change to the current approach to Inuit sexual and reproductive health care.

Our final report presents our recommendations toward building an equitable foundation for Inuit sexual and reproductive health in Canada.



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## Social and Economic Development Policy Collaboration with Employment and Social Development Canada

In the 2021-2022 fiscal year, Pauktuutit—through its Social and Economic Development policy division—continued to collaborate and build strong relationships with Employment and Social Development Canada (ESDC). This important relationship between Pauktuutit and the Canadian federal government greatly supports both organizations' capacity to engage in dialogue, develop joint priorities, and enhance research and policy work related to key social and economic development priority areas for Inuit women and gender-diverse Inuit.

Pauktuutit and ESDC worked together in the 2021-2022 fiscal year, towards our common causes, through an innovative formal agreement called an Engagement Protocol Agreement (EPA) signed in 2019. This agreement led to important collaborations on:

- Enhancing the well-being of Inuit women, gender-diverse Inuit, and their children, families, and communities.
- Applying an Inuit-specific gender-based analysis plus (GBA+) lenses in the development, implementation, and evaluation of ESDC's policies, programs and services.
- Aligning the values and priorities of ESDC with the rights, needs, and priorities of Inuit women, gender-diverse Inuit, and their children, families, and communities.
- Advancing reconciliation and gender equality for Inuit women, gender-diverse Inuit, and their communities.
- Building relationships between Pauktuutit and ESDC, including increasing capacity within Pauktuutit to better support our participation and advocacy within numerous committees and working groups.

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

As a member Pauktuutit actively participated in a virtual meeting on November 30, 2021, to plan for the Annual Engagement with the Indigenous Women's Leaders (Trilateral Working Group Planning) Violence Against Women. Pauktuutit and Indigenous women representatives from each country will be asked to provide their views and help identify priorities across the following key themes:

- Access to Justice
- Missing and Murdered Indigenous Women and Girls
- Human Trafficking
- Indigenous Women and the Climate Crisis
- Economic Security and Entrepreneurship
- Leadership Development and the importance of education for Indigenous girls and youth, including teaching Indigenous language, culture, and traditions across generations.

During the meeting, Pauktuutit provided verbal feedback as well as a full written response to the Trilateral Working Group members. A full summary of the discussion was shared with participants January 5, 2022.

*The important relationship between Pauktuutit and the Canadian federal government greatly supports both organizations' capacity to engage in dialogue, develop joint priorities, and enhance research and policy work related to key social and economic development priority areas for Inuit women and gender-diverse Inuit.*

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

In December 2021, the Federal-Provincial-Territorial (FPT) Forum of Ministers Responsible for the Status of Women annual meeting, with the Ministry of Women and Gender Equality (WAGE) focused on addressing Gender-Based Violence against Indigenous Women and Girls and 2SLGBTQIA+ people and provided an overview of Canada's actions to address gender-based violence, especially toward Indigenous women, and girls and 2SLGBTQIA+ people, and next steps on the National Action Plan to end Gender-Based Violence. Pauktuutit and other National Indigenous Leaders and Representatives presented on strategies to end gender-based violence that included the importance of promoting healthy relationships and engaging men and boys. In December 2021, Pauktuutit also presented and discussed the importance of implementing a Gender-Based Analysis Plus (GBA Plus) and utilizing an intersectional lens and/or economic reconciliation. Pauktuutit received a formal letter from the FTP Forum indicating that the next steps will be to develop a plan to implement Pauktuutit's recommendations about an engagement process to review and conduct an assessment and evaluation of the outcomes of the Federal, Territorial, Provincial (FTP) Status of Women.

## Canada-New Zealand Memorandum of Arrangement (MOA)

In January 2022, Pauktuutit received an invitation to engage, with Indigenous Services Canada (ISC) and Crown-Indigenous Relations and Northern Affairs Canada (CIRNA), on a potential Canada-New Zealand Draft Memorandum of Arrangement (MOA). CIRNAC shared a short engagement paper that provided Pauktuutit an overview of work to date, and key

Securing significant federal funding for shelters was achieved through 36 years of advocacy by Pauktuutit and is one of our biggest accomplishments.



*Pauktuutit and other National Indigenous Leaders and Representatives presented strategies to end gender-based violence that included the importance of promoting healthy relationships and engaging men and boys. Pauktuutit also presented and discussed the importance of implementing a Gender-Based Analysis Plus (GBA Plus) and utilizing an intersectional lens and/or economic reconciliation.*

considerations going forward for input. On January 7, 2022, Pauktuutit provided comments and feedback to advance potential joint priority areas of focus while developing the MOA with Aotearoa-New Zealand. Pauktuutit looks forward to next steps in the collaboration and engagement process.

### **Shelters and Transitional Housing**

The federal government has made a commitment of over \$20 million plus ongoing operational funds for building five new shelters for Inuit women and children facing domestic violence across Inuit Nunangat and in urban areas. This has been achieved through 36 years of advocacy by Pauktuutit and is one of our biggest accomplishments. We acknowledge our first historical board members, our trail blazers that called for shelters including all former board members for this call. Your collective historical resolutions have now been heard and acknowledged.

It is a concrete step towards the safety of Inuit women and children. Inuit and land claim organizations, and governments across Inuit Nunangat and Inuit Nunangit, are eligible to apply for this proposal-based shelter funding. Inuit shelter applications are scored and rated by the Steering Committee, which is comprised of representatives from Inuit land claim organizations.

We are planning a combination of emergency shelters and transitional shelters. They will be located in Inuit Nunangat and Inuit Nunangit.

### **Missing and Murdered Indigenous Women and Girls Red Amautiit Project**

Pauktuutit and Inuit women are at the forefront of raising awareness of the inequities faced by Inuit women. Pauktuutit is honouring the lives and legacies of missing and murdered Inuit women and girls and 2SLGBTQIA+ individuals with a commemoration project – The Red Amautiit Project.

We commissioned four regionally distinct amautiit and one heritage amauti. The four regional amautiit include elements from each of the four Inuit Nunangat regions, sewn by Inuit seamstresses, to honour those we have lost.

### **Administration of Justice Pauktuutit and Public Safety Canada — Contribution Agreement**

In December 2021, Pauktuutit completed a proposal submission to Public Safety Canada to *Support the Improvement of Policing Services in Inuit Nunangat and Advance Measure to Keep Inuit Women and Communities Safe*.

Pauktuutit was successful and received funding for a contribution agreement to carry out this important work and workplan activities to commence upon contribution agreement signing Jan 2022.

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

Pauktuutit began engagement discussions with Justice Canada early in January 2022, about an upcoming funding opportunity available for consultation and engagement activities to develop and communicate priorities for the development of the action plan related to the implementation of *United Nations Declaration on the Rights of Indigenous Peoples Act*.

Pauktuutit submitted a draft proposal entitled *Consultation, Cooperation, and Engagement on an Action Plan to Achieve the Objectives of the United Nations Declaration on the Rights of Indigenous Peoples Act*.

Pauktuutit's engagement project centers on activities to engage Inuit women and gender-diverse Inuit. Pauktuutit Board members, executive staff, key stakeholders and partners in the justice system, and communities

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*Sarah Samisack created this Amauti for the Red Amauti Project.*

Pauktuutit has completed the following:

- Pauktuutit completed a full review and analysis of guidelines for families of missing persons, and one for families of homicide victims from October 2021 to July 2022.
- Pauktuutit undertook a full review of the RCMP Learning and Development BWC Training Needs Analysis document as well as the BWC Policy for Practice from September 2021 completed work March 2022.
- Pauktuutit completed a review, analysis, and feedback on: Canadian Police Knowledge Network (CPKN) RCMP Training Module Review and Analysis – United Against Racism February 2022.

### **Indigenous Justice Strategy**

Pauktuutit participated in a pre-engagement discussion with the Reconciliation Secretariat, Justice Canada, to address systemic discrimination and the overrepresentation of Indigenous peoples in the justice system, particularly, Inuit women. The pre-engagement session began the conversation of how this initiative could be developed.

We also provided detailed written responses to the following pre-engagement discussion questions following the meeting: our potential vision and scope for the strategy, our key priorities, and the appropriate engagement approaches for co-development and relationship development in this collaborative work. In our pre-engagement feedback, the key priorities emphasized addressing Inuit women's experiences with legal interventions in circuit courts, as well as the need to increase the provision of Inuit-specific GBA+ prevention, healing, and treatment services for victims of abuse.

In November 2021, the Reconciliation Secretariat at Justice Canada confirmed a funding commitment for participation on the strategy development. The Indigenous Justice Strategy (IJS) will aim to address

collaborated in discussions to ensure federal laws are consistent with the United Nations Declaration on the Rights of Indigenous Peoples. This includes determining elements that should be included in annual reports to Parliament, and items that could be included in an action plan. This project will commence once approved for funding by Justice Canada.

### **Pinasuqatigiinniq Agreement, Memorandum of Agreement (MoA) with RCMP**

Under our Pinasuqatigiinniq Agreement with the RCMP, Pauktuutit and the RCMP have established monthly working level meetings to touch base, provide updates on workplan activities and deliverables and to discuss next steps in the workplan together.



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systemic discrimination and the overrepresentation of Indigenous people in the justice system.

Indigenous peoples and eligible organizations will be able to undertake Indigenous-led engagement to gather input, ideas, and proposals to develop a strategy to address systemic discrimination and the overrepresentation of Indigenous people in the criminal justice system. Pauktuutit's engagement activities also focus on Indigenous Elders, youth, children, women, men, persons with disabilities and gender-diverse and two-spirit individuals.

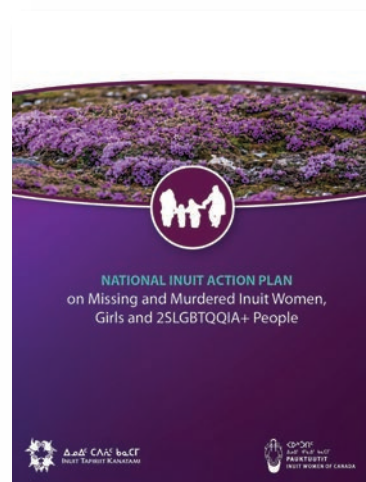
Pauktuutit completed and submitted a proposal Jan 24, 2022, to Reconciliation Secretariat, Justice Canada. Pauktuutit received communication that our proposal to Support the Improvement of Policing Services in Inuit Nunangat and Advance Measures to Keep Inuit Women and Communities Safe was approved. Pauktuutit has completed all administration and financial documentation, has set regular update meetings with funders and program managers at Justice Canada, and the year one work plan activities are underway.

### **National Inuit Action Plan on Missing and Murdered Indigenous Women and Girls and Gender-Diverse People**

#### **Pauktuutit and ITK work towards common goal**

Pauktuutit Inuit Women of Canada and Inuit Tapiriit Kanatami (ITK) completed and published the National Inuit Action Plan on Missing and Murdered Inuit Women, Girls and 2SLGBTQIA+ People, in response to the 46 Inuit-specific Calls to Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG).

This plan is a chapter within the National Action Plan, which embodies Inuit priorities, including a distinctions-based approach to implementing the Calls for Justice.



The Inuit Action Plan was developed by a national Inuit Working Group co-chaired by Inuit Tapiriit Kanatami and Pauktuutit Inuit Women of Canada and included a representative from each of these 10 diverse organizations serving Inuit populations:

- Pauktuutit Inuit Women of Canada
- Inuit Tapiriit Kanatami (ITK)
- Inuvialuit Regional Corporation
- Nunavut Tunngavik Incorporated
- Makivik Corporation
- Nunatsiavut Government
- Family & Survivors Circle
- Urban Inuit/Tungasuvvingat Inuit
- AnânuKatiget Tumingit Regional Inuit Women's Association
- Saturviit Inuit Women's Association of Nunavik

The National Inuit Action plan is available online in four languages: English, French, Inuktitut roman orthography and Inuktitut syllabics.

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# Programs Division

Our priority areas within the Programs department are organized under three updated categories: Health, Violence & Abuse Prevention, Justice and Social and Economic Development.

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

Visit our website at [pauktuutit.ca](http://pauktuutit.ca) for more details and updates.

## Health Promotion and Prevention Department Cannabis in Our Communities

The 'Let's Talk About Ujarak' toolkit launched in 2021 and aimed to fill gaps in knowledge and understanding about cannabis using a trauma-informed and strength-based approach based on Inuit Inuit Qaujimajatuqangit and knowledge. Over the 2021-2022 fiscal, the team disseminated hard copies of the toolkit resources and facilitated workshops with youth and service providers surrounding informed and healthy decisions about cannabis use. In December 2021, in collaboration with the Nunavik Regional Health and Social Services Board (NRBSS), the health team facilitated a train-the-trainer workshop in Montreal with youth leaders from the Nunavik Youth Houses Association. *Cannabis in our Communities* – *Pauktuutit Inuit Women of Canada*

### The CheckUP! Project

The CheckUp! project experienced continued success on our Facebook page that increased both followers and post shares. The project team, in collaboration with Inuvialuit Regional Corporation, led a land-based retreat in Inuvik with school-age youth around the subject of sexual health and healthy relationships.

[CheckUpProject](#) | [Kuujjuaq QC](#) | [Facebook](#)



### Cancer

Pauktuutit continued to distribute *The Inuusinni Aqqusaaqtara—My Journey* cancer toolkit and network with service providers and educators to implement the E-Learning Modules as part of nursing and healthcare provider curricula. The Healthcare Provider module is now part of Algonquin College and University of Ottawa Nursing programs' curricula. *Cancer – Pauktuutit Inuit Women of Canada*

Through the Cancer Survivorship Project in partnership with University of Ottawa, a wellness symposium is planned for December 2022 titled, Finding Common Ground. This symposium will attract students, researchers, community members and artists, and highlight projects and initiatives featuring Inuit health and wellness.



## Looking ahead

Our project with the Canadian Indigenous Nurses Association (CINA) will highlight challenges Inuit patients and caregivers encounter when seeking cancer care, and how this has changed with COVID-19. The project team will apply for research and ethics certification to conduct discussion groups with service providers and community members affected by cancer. The information and learnings will augment our current cancer work.

Looking into the future in 2022-2023, the Health Prevention and Promotion department continues to identify opportunities for partnership with support of health care providers, organizations and community initiatives to prioritize Inuit health and wellness, and work to address the distinct challenges Inuit women and their families face as they seek health services and care.

## The National Inuit Sexual Health Network

Tavva: National Inuit Sexual Health Network is planning its annual face-to-face engagement. The face-to-face will enable the project team (Pauktuutit and network members alike) to strategically plan next steps for Pauktuutit's sexual health file. The Health department continues to seek out and identify members who work broadly within sexual health and wellness, including educators, nurses, systems navigators and recently, Inuit midwives. *Tavva – National Inuit Sexual Health Strategy – Pauktuutit Inuit Women of Canada*

## Social and Economic Development Department Addressing Inuit Women's Economic Prosperity in the Resource Extraction Industry

Launched during the 2021-22 period, the final deliverables for this project included the survey report, hosting a seminar with industry and governmental partners, and sharing a guided infographic outlining safe workplace practices.

*Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry – Pauktuutit Inuit Women of Canada*



## Inuit Women in Business Network

This multi-year project dedicated to enhancing economic opportunities for Inuit women continued to produce important resources. Over the 2021-22 fiscal year, video tutorials were launched involving entrepreneurship, exploring marketing, budgeting, business plans and social media for businesses. Other project deliverables included an in-depth, gender-based analysis of Inuit women-owned businesses.

## Reaching Home

This intensive, six-month project was undertaken to explore challenges and barriers encountered by Inuit outside Inuit Nunangat related to housing and homelessness. The project yielded valuable Inuit-specific research data, which is now informing federal policies on housing and homelessness resources and supports for Indigenous Peoples.

## COVID-19 Support

PIWC provided critical supports for food security, childcare and other COVID-19 needs to Inuit families outside of Inuit Nunangat. This short-term project provided near \$2M of food security and other supports.

## Looking ahead

The Social and Economic Development department continues to work on a wide range of projects in 2022-2023 related to reinforcing economic opportunities, leadership and gender equality at national and international forums, and delivering programming in communities together with partners.

*We work with numerous partners, including other regional, national, and international Inuit organizations, Indigenous organizations, and government departments with relevant mandates and priorities.*

## Violence & Abuse Prevention, Justice Department Ikajuqatigiiniq: Inuit Youth Pathways to Violence Prevention

In 2021-2022, this project wrapped up with a celebratory social media launch of its Youth Initiatives toolkit, a resource guide to support future initiatives for Inuit youth participants and facilitators. The project also featured a Photovoice activity, which enabled youth to record and reflect on their experiences, and their communities' positive conditions.

*Ikajuqatigiiniq: Inuit Youth Pathways to Violence Prevention*  
– Pauktuutit Inuit Women of Canada

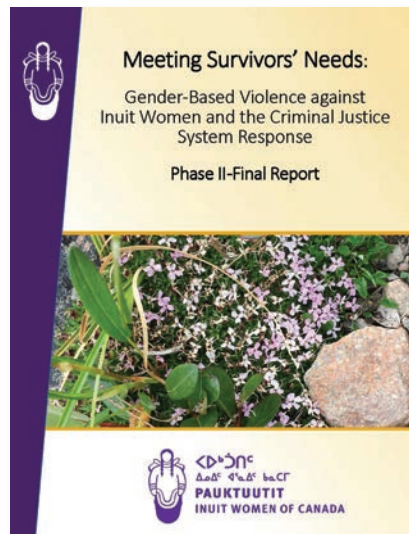


## Katinngak. Together.

### National Conversation on Gender Equality with Young Canadians

This project focuses on engaging First Nation, Inuit, and Métis youth in the co-development of a national dialogue and action on gender equality to support an inclusive society and shifting gender norms. In 2021-2022, the project oversaw content development for a national advertisement campaign focusing on fostering and creating impactful changes, specifically around how we communicate about gender attitudes is why it is important to analyze language as it shapes our social and cultural attitudes/biases.

*Katinngak - Together – Pauktuutit Inuit Women of Canada*



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

In 2021-2022 this project completed an in-depth analysis of 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.

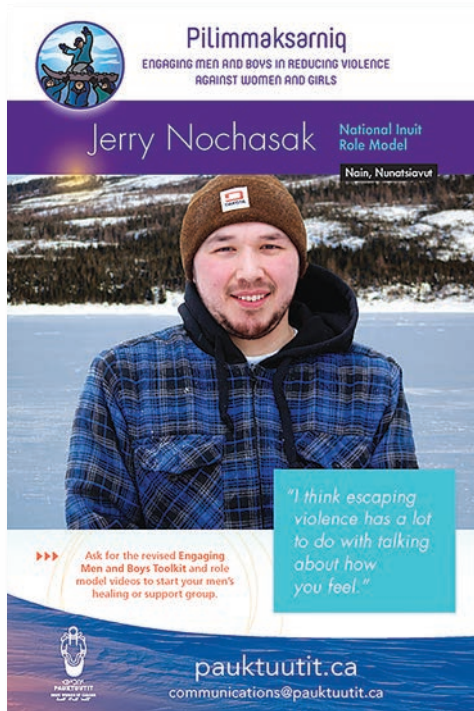
The project filmed a public service announcement in Iqaluit featuring local Inuit talent and advocates for resources to meet survivors' needs. The goal is to advance effective crime prevention and criminal justice strategies that appropriately address violence against Inuit women, including strategies aimed at preventing re-victimization.

*Meeting Survivors' Needs: Gender-Based Violence Against Inuit Women and the Criminal Justice System – Pauktuutit Inuit Women of Canada*



*Over its 38-year history, Pauktuutit has grown to become a powerhouse that represents all Inuit women and gender-diverse Inuit in Canada. Since its creation, Pauktuutit has been a leader fostering greater awareness of the needs of Inuit women. Together, we advocate for equality and social improvements, and encourage Inuit women's full participation in the community, regional and national life of Canada.*





Pauktuutit secured federal funding to continue our work in gender-based violence, starting with a two-year project to further our earlier community-based 'Engaging Men and Boys in Reducing Violence Against Women.

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

We secured funding from the federal Department of Women and Gender Equality (WAGE) to continue our work to reduce gender-based violence. Starting with a two-year project to further our earlier community-based 'Engaging Men and Boys in Reducing Violence Against Women and Girls' project, we'll be initiating conversations with Inuit boys and young men around masculinity, relationships, community and violence as it relates to sex, sexuality, and sexual violence. *Pilimmaksarniq – Pauktuutit Inuit Women of Canada*



FAIA Women's Day Poster

### Access to Justice for Family Violence in Nunavut: A Research Project & Awareness Campaign

In collaboration with the Law Society of Nunavut (LSN), this project launched its third installment of an advertising campaign aimed to empower Nunavummiut to recognize abusive situations and increase public understanding of the *Family Abuse Intervention Act* and other available legal options. *Access to Justice – Pauktuutit Inuit Women of Canada*

**Looking ahead**

In 2022 and beyond, the Violence & Abuse Prevention, Justice Department will continue to focus on a wide range of projects related to the family justice system's response to intimate partner violence, presenting work on access to justice and gender equality at national and international forums, and delivering programming in communities alongside our partners.

*Together, we advocate for equality and social improvements. In particular, we are focused in the areas of violence and abuse prevention, health, and socio-economic development.*

## Communications Department

As Pauktuutit continued to grow and evolve, so did our communications department. Both outgoing President Rebecca Kudloo and interim President Gerri Sharpe participated in a variety of media interviews that highlighted the important work being done at Pauktuutit. Interviews took place for broadcast, print and online platforms, including outlets such as The Globe and Mail, CBC Qulliq radio program, Nunatsiq News, News North and APTN, among others. Having these stories published helped us to grow public awareness of the work we do and to continue to push our message to local and national audiences.

Communications staff also re-established and reinvigorated our presence on social media, focusing on four main channels; Facebook, Instagram, Twitter and, most recently, LinkedIn. Our posts gained traction as we continued to find innovative ways to share our message and shine a spotlight on meetings, events and publications.

With the support of Pauktuutit's communications division, we were able to assist with and provide outreach for new and existing initiatives, such as the Inuit Action Plan, the Shelters Initiative for Inuit Women and Children, website coordination and other internal supports, as well as hosting the 2022 AGM virtually for the second time. We also prioritized sharing up-to-date health information about the pandemic and promoted vaccine uptake by sharing accurate information from all levels of government about the efficacy of vaccines in combating Covid-19.

With plans in place to fill the role of Director of Communications and to build internal capacity to support the Policy and Programs divisions, we are in position to reduce our reliance on outside consultants. Communications is a key component of any organization, but becomes even more important when promoting advocacy work. Plans are in place to continue to increase in-house capacity.



*With the support of Pauktuutit's communications division, we were able to assist with and provide outreach for new and existing initiatives, such as the Inuit Action Plan, the Shelters Initiative for Inuit Women and Children, website coordination and other internal supports, as well as hosting the 2022 AGM virtually for the second time.*

# Annual General Meeting 2021-2022

Pauktuutit's 38th Board of Directors and Annual General Meeting (AGM) was held on February 23 and 24, 2022. Building on the success of the first virtual version in 2021, this year's AGM was again hosted as a dynamic and interactive webinar.

Board members and delegates continued to prove that they are adaptable by utilizing technology to conduct the business of the AGM.

Although we were unable to renew acquaintances in person, the video component offered us a chance to see each other and connect as a group.

Delegates provided reports from the regions, and Board members introduced themselves so everyone could put friendly faces to names. Updates of current projects were shared and plans for upcoming work — including how to adapt to pandemic restrictions — were outlined.

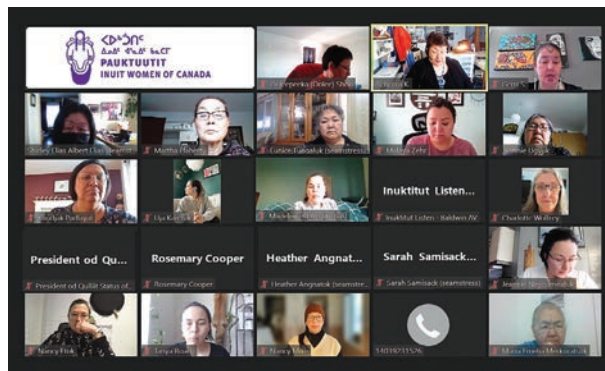
During the AGM, we welcomed the following special guests.

## **The Hon. Marc Miller, Minister of Crown-Indigenous Relations**

Minister Miller congratulated Rebecca on her role as President noting her accomplishments had been a shining example for Inuit. He described meeting with Pauktuutit to better understand our priorities particularly in the area of shelters and supporting work such as the GBA+ framework progress made in the area of Missing and Murdered Indigenous Women and Girls (MMIWG), particularly in the provision of funding for five shelters for Inuit women. In addition, work was being done to support economic challenges (Food Security for Urban Inuit) faced by Inuit women. Work had also started on the MMIWG Inuit Action Plan with drafting of the implementation framework well in progress. He also was working with other Ministers to move forward on Bill C15 United Nations Declaration of Indigenous Peoples.

## **The Hon. Dan Vandal, Minister of Northern Affairs**

Minister Vandal appreciated the important role of Pauktuutit. His department provided funding for shelters and other key infrastructure programs. He thanked Rebecca for her eight years as President and he had great respect for her and the example she had set for everyone. President Kudloo asked him about the application of GBA+ on the Hunters Support Program and the Northern Nutrition Food Program which did not take into account Inuit women's needs. He confirmed that a GBA was done with these programs, and he will direct his department staff to work harder with Pauktuutit to address their concerns.



Participants take part in our virtual AGM in February 2022.

## **RCMP Commissioner Brenda Lucki**

Commissioner Lucki said the RCMP were keenly aware of the need to improve the police services provided to protect and serve Inuit women and their communities. They shifted to a more culturally aware policing strategy and have moved to implement the policing agreement signed by the RCMP with Pauktuutit. They had also taken other steps including establishing a body camera pilot program in Iqaluit. She also noted that improving policing in Inuit communities was an ongoing effort and she hoped that more Inuit would consider becoming police officers and that cultural awareness training would continue to help RCMP do the best possible job.

## **The Hon. Marci Ien, Women and Gender Equality Canada (WAGE)**

Minister Ien explained her role was to amplify the voice of women who were often underrepresented in terms of influence and access to resources. She looked forward to working with Pauktuutit to continue to address gender-based violence and they were working on developing a new strategy to address this critical problem facing too many Inuit women. Regarding MMIWG, funding had been made available to address 2SLGBTQQIA+ violence. The government was also working hard to develop an action plan to address key priority areas identified by the 2SLGBTQQIA+ community. Minister Ien said Pauktuutit's role was critical in giving Inuit women a strong independent voice.

## **The Hon. David Lametti, Department of Justice**

President Kudloo reviewed several key UNDRIP elements and asked how the Minister instructed his department as to how Inuit women would be included in key aspects of government decision-making. The Minister said they had

been working on developing a number of processes that would require Pauktuutit to consult with its membership regarding the UNDRIP process. They were just developing the action plan currently and a range of interest groups would be consulted including Pauktuutit.

Gerri Sharpe asked if the Minister would agree to meet with Pauktuutit quarterly during the critical UNDRIP action plan development process. He said they had an internal working group established to help with the UNDRIP process. He said Pauktuutit would be among those groups consulted. He could not commit at this point to a specific timeline.

### **President Natan Obed, Inuit Tapiriit Kanatami**

President Kudloo described the work ITK was doing in preparation for the federal budget. They had a very big ask in terms of housing which included not just construction but also, they wanted to get support for operating and maintenance funding. ITK President Obed also mentioned requests for suicide prevention and research projects. They were also pushing for greater involvement of individual departments with Inuit on a broader scale. This included MMIWG and he thanked Pauktuutit for our work on the development of the MMIWG action plan. In addition, he spoke about the efforts to address the social, economic and cultural inequities and strove to ensure government considered these in the development of their UNDRIP response. President Obed said he hoped to continue to work with Pauktuutit to ensure that GBA+ was put in place across all Inuit and northern governments and agencies. He committed to working hard to ensure this would become a reality.

### **Lori Idlout, Nunavut MP**

MP Lori Idlout explained how her role on the Indigenous Affairs committee allowed her to give voice to the needs of Inuit, including her work on the non-insured health benefits program. She noted in particular that the lack of sufficient health care services in the North had been a major concern. She had been proposing that medical attendants assisting travelers receive pay for their time. As well, she had advocated for mental health supporters and volunteers to be recognized for their role in mental health care services. She looked forward to working with Pauktuutit to assist in advocating further for Inuit women. Anita said Pauktuutit would like to have two or three meetings with her to discuss Inuit women priorities. Lori said she would be interested in doing this. President Kudloo asked if Lori would help in increasing the number of midwives and mental health workers in the North. Lori said she would be interested and may ask Pauktuutit to come as resources for her committee work.



*Pauktuutit's 38th Board of Directors and Annual General Meeting (AGM) was held on February 23 and 24, 2022. Building on the success of the first virtual version in 2021, this year's AGM was again hosted virtually as a dynamic and interactive webinar.*

## Board of Directors Elected

Every year the AGM has the responsibility of electing new Board members to provide leadership and oversight for the organization. The Board is comprised of 15 members from across Inuit Nunangat and includes members from southern urban Canada, as well as youth. This year, a new seat was added to include Happy Valley-Goose Bay. All Board members serve three-year terms, which are staggered to ensure there is both continuity and a diversity of talent and experience at the Board level.

The following individuals were acclaimed or appointed at the Annual General Meeting in February 2022:

- Happy Valley-Goose Bay - Pauletta Tremblett
- Nunatsiavut – Roxanne Barbour
- Nunavik Ungava - Nancy Etok
- Qikiqtani North – no nominee
- Inuvialuit – Michelle Gruben
- Kivalliq – Esther Aglukark-Powell
- Urban youth – Paige Kimiksana-Kreps

Following the AGM, at a regular board meeting in March, elections were held to fill the vacant president and secretary-treasurer positions.

Gerri Sharpe was named Interim President for a one-year term. Gerri, who represents Yellowknife, was previously the Vice-President of Pauktuutit. With Gerri's election as Interim President, the role of Interim Vice-President became vacant. Pauletta Tremblett was acclaimed to the position of Interim Vice-President for a one-year term. Pauletta is a new board member, elected to represent Happy Valley-Goose Bay at Pauktuutit's recent AGM. Michelle Gruben was elected as Secretary-Treasurer for a full three-year term. Michelle is also a new board member who represents the Inuvialuit region.

### Existing Board Members

#### Executive

##### **Gerri Sharpe**

President, Yellowknife

##### **Pauletta Tremblett**

Vice-President, Happy Valley-Goose Bay

##### **Michelle Gruben**

Secretary-Treasurer, Inuvialuit

#### Directors

**Nancy Etok** – Nunavik, Ungava Coast

**Brenda Epoo** – Nunavik, Hudson Coast

**Nancy Arreak** – Qikiqtani South, Nunavut

**Nancy Mike** – Iqaluit, Nunavut

**Jeannie Ugyuk** – Kitikmeot, Nunavut

**Anita Pokiak** – Inuvialuit

**Martha Flaherty** – Southeast, Urban

**Malaya Zehr** – Southeast, Urban

**Alyssa Carpenter** – Youth, Inuit Nunangat

Pauktuutit's board membership sincerely thank the following outgoing members for their contribution to the Board:

Anita Pokiak – Inuvialuit

Charlotte Wolfrey – Nunatsiavut

Rebecca Kudloo – Kivalliq

*The Board is comprised of 15 members from across Inuit Nunangat and includes members from southern urban Canada, as well as youth. This year, a new seat was added to include Happy Valley-Goose Bay. All Board members serve three-year terms, which are staggered to ensure there is both continuity and a diversity of talent and experience at the Board level.*

## 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 the important contributions recipients are making within their communities and the inspiration they provide to other Inuit women. As an organization, Pauktuutit believes in strengthening relationships and supporting Inuit women. These awards show our support in a meaningful way.



Naomi Tatty from Iqaluit is this year's Inuk Woman of the Year.

### Naomi Tatty, Inuk Woman of the Year

Naomi Tatty is from Iqaluit, Nunavut, and was nominated because of her tireless volunteer work assisting Inuit families in need across Canada and advocacy for Inuit culture and wellbeing. Fluent in Inuktitut and English, Naomi works as a Customer Service Agent at Canadian North and is also a strong advocate on the issue of tuberculosis in Inuit communities. Naomi is also well known by community members for organizing fundraisers to assist with the cost of travel and funeral expenses for those who have lost a loved one. Naomi proudly helps to keep Inuit culture strong by sharing her skills in sewing and the Inuktitut language. When asked what advice Naomi had for other Inuit women, she said, "Always give a helping hand and treat people with respect."

In 2022, community advocate and fundraiser Naomi Tatty and high school student and aspiring nurse Emelia Angnatok were named Inuk Woman of the Year and Young Inuk Woman of the Year. Winners were selected by Pauktuutit's Board of Directors during the 2022 Annual General Meeting. Each winner participated in a Zoom call where they were informed that they had been selected as winners and were given an opportunity to thank the Board.



Nain's Emelia Angnatok is the winner of the Young Inuk Woman of the Year Award.

### Emelia Angnatok, Young Inuk Woman of the Year

Nain's Emelia Angnatok is the winner of the Young Inuk Woman of the Year Award. Emelia is one of this year's high school academic graduates of Jens Haven Memorial School. In school, she is a proud Husky athlete and scholar. Out of school, she is an active community member, who runs a small business making traditional earrings. She also practices the revitalization of the Inuktitut language, successfully competing in numerous Inuktitut speak-offs within Nunatsiavut. Emelia lives a lifestyle that has strong connections to Inuit culture and traditions. She hunts, fishes, and traps with her dad, Joey, and has learned to live off the land and the sea. She is a great role model for the younger children and has the utmost respect for her Elders.

With aspirations to work in medicine, Emelia has been accepted to Memorial University of Newfoundland. She plans to become a Registered Nurse.

In response to winning the award, Emelia shared, "Being awarded with the young Inuk woman of the year award showed me that no matter where you come from, big or small, there are ample opportunities for Inuit youth by showing passion about our culture and participating in events that will carry on traditional practices. I'm beyond thankful to have been awarded, and I hope that other Inuit youth will continue to do what I am doing by keeping our culture alive."

Both winners were introduced and congratulated as part of the AGM. Through their acceptance speeches, they shared their passion for their work and their gratitude for being recognized.

## Resolutions Adopted

Every year, ongoing and emerging issues that impact Inuit women and their families are identified and prioritized by directors, community representatives, and Pauktuutit staff.

Comprised of board members, the Resolution Committee worked to collapse and update historic resolutions; and during this review and update the committee identified the key priorities of the resolutions. Resolutions guide the work of the organization each year.

In February, the Resolutions Committee presented six resolutions to the *Board of Directors* at the 2022 Annual General Meeting. All were reviewed, voted on, and approved.

All resolutions will be implemented using Pauktuutit's Inuit-specific GBA+ framework to ensure the equitable inclusion, participation, and voice of Inuit women, LGBTQQIA+ people, their families, and communities are centered in the work we do.

Summaries of the 2022 Resolutions are listed below. Detailed content on each resolution is also available online at <https://pauktuutit.ca/about-us/resolutions/>.

- **Implementation of the United Nations Declaration on the Rights of Indigenous People (UNDRIP) (2022 1)**

On June 21st, 2021, the United Nations Declaration on the Rights of Indigenous Peoples Act received Royal Assent and came into force in Canada. There is a duty to consult and include the participation of Inuit women and gender-diverse people in the implementation of the legislation.

Therefore may it be resolved that: Pauktuutit will leverage our relationship with the Government of Canada for representation of Inuit women and LGBTQQIA+ people in the law and consistently with the declaration. Pauktuutit will seek funding to access financial supports to support our work to ensure that the rights of Inuit Women and LGBTQQIA+ people are protected.

- **Shelters and Transitional Housing for Inuit women, LGBTQQIA+ people and their children (2022 2)**

There is an urgent need for funding for both shelters and transitional housing for Inuit women, LGBTQQIA+ people and their children. Pauktuutit has been working in collaboration with ISC and CMHC to implement the fall 2020 budget commitment.

Therefore: Pauktuutit will seek multi year funding to advocate for Inuit-specific shelters and transitional housing as well as funding allocations specifically for Inuit from CMHC and ISC.

- **Bringing Midwifery Back to Inuit Nunangat (2022 3)**

The training of more Inuit midwives across Canada, modeled after the Nunavik Midwifery Training and Certificate program, integrating traditional practices with modern midwifery standards is important. Trained midwives in the community would support and empower Inuit women to remain in their community to give birth and would decrease strain on families and regional hospitals.

Therefore may it be resolved that: we hold a forum to set out policy and program change that will build Inuit-specific training in midwifery for the remainder of the three Inuit regions, and seek funding to advocate for the recognition that Inuit midwifery as an essential healthcare service.

- **Empowerment and Leadership – Inuit Women in Leadership (2022 4)**

Pauktuutit is a member of the ITK board, as a non-voting permanent observer.

Therefore may it be resolved that: Pauktuutit will exert position and role as the voice of Inuit women and LGBTQQIA+ people ensuring an Inuit specific GBA+ lens is applied. Pauktuutit will facilitate pathways to empower Inuit women and LGBTQQIA+ people in leadership roles.

- **MMIWG – Federal pathway and Inuit action plan Implementation (2022 5)**

Pauktuutit served as a core member of an official Party “with Standing” in the MMIWG Inquiry. Pauktuutit and ITK developed a working group for a co-development approach to create the MMIWG Inuit action plan launched in June 2021. The Federal Pathway, launched on June 3, 2021, outlines Canada's commitments to end MMIWG violence. Therefore, may it be resolved that: Pauktuutit to work with all government jurisdictions as the voice of Inuit women and LGBTQQIA+ people. A voice that is equitable to other national and regional Indigenous leaders, empowering Inuit women and LGBTQQIA+ people with a seat for leadership and voice at every table and a focus on Inuit-specific GBA+.

- **Historical Resolutions Turned into Declarations to Better Articulate Intent (2022 6)**

Pauktuutit currently has seven resolutions that are statements of fact and emphasis of our mandate to be entrenched, rather than implementing an action that needs to address or resolve an issue.

Therefore, may it be resolved that: Pauktuutit policy staff will research each of the listed resolutions and draft declarations for review and approval for the 2023 AGM.

## 2021-2022 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 2021-2022 and we look forward to future collaborations.

- Canada Mortgage and Housing Corporation (CMHC)
- Canadian Northern Economic Development Agency (CanNor)
- Canadian Cancer Society
- Canadian Heritage
- Canadian Indigenous Nurse's Association
- 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)
- Inuit Tapiriit Kanatami (ITK)
- Justice Canada
- Public Health Agency of Canada (PHAC)
- Polar Knowledge Canada
- Public Safety
- University of Saskatchewan
- Women and Gender Equality Canada (WAGE)



*As Inuit, we recognize that partnership and cooperation are at the foundation of the work that we do. We would like to thank our partners at all levels of governments, as well as Inuit rights-holding land claims organizations, ITK and community partners. We look forward to building more partnerships as we work toward reaching our common goals.*



# Financial Report

## Consolidated Statement of Operations

As of March 31, 2022 with comparative figures for 2021

	2022	2021
<b>Assets</b>		
Cash and other working capital	\$ 6,621,615	\$ 4,740,754
Capital & Other Assets	87,940	65,332
<b>Total Assets</b>	<b>\$ 6,709,555</b>	<b>\$ 4,806,086</b>
<b>Liabilities and Net Assets</b>		
Accounts Payable and Accrued Liabilities	\$ 515,567	\$ 592,832
Deferred Revenue	5,369,764	3,916,346
	5,885,331	4,509,178
Leasehold Inducements	3,452	5,894
<b>Net Assets:</b>		
Unrestricted	767,541	239,694
Invested in capital assets	53,231	51,320
	820,772	291,014
<b>Total Liabilities and Net Assets</b>	<b>\$ 6,709,555</b>	<b>\$ 4,806,086</b>

## Consolidated Statement of Operations — Core Funding

As of March 31, 2022 with comparative figures for 2021

	2022	2021
<b>Revenue</b>		
Core Funding	\$ 488,024	\$ 488,024
Other	54,326	37,067
<b>Total Revenue</b>	<b>542,350</b>	<b>525,091</b>
<b>Expenses</b>		
Administration	515,115	719,547
Policy & Program Development	199,615	214,424
Board Meetings/AGM	92,764	91,159
Amortization of Capital Assets	13,680	15,161
Other	-	200
<b>Total Expenses</b>	<b>821,174</b>	<b>1,040,491</b>
Deficiency of Revenue over Expenses - Core Funding	(278,824)	(515,400)
Project Recoveries	808,582	582,755
<b>Excess (Deficiency) of Revenue over Expenses</b>	<b>\$ 529,758</b>	<b>\$ 67,355</b>

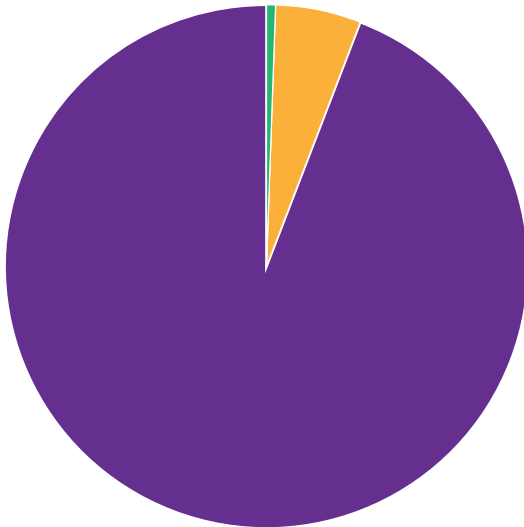
## Consolidated Statement of Operations — Special Project Funds

As of March 31, 2022 with comparative figures for 2021

	2022	2021
<b>Revenue</b>		
Deferred Revenue, Beginning of Year	\$ 3,778,036	\$ 2,635,820
Contributions	9,798,137	5,970,583
Less: Payable to funding agencies	(103,501)	(40,153)
Add: payable to funding agencies prior years	40,153	103,658
Less: repayment of project funding	(3,405)	(61,706)
Less: Reallocation to deferred contributions	(5,204)	5,204
Deferred Revenue, End of Year	(5,168,106)	(3,778,036)
<b>Total Revenue</b>	<b>8,336,110</b>	<b>4,835,370</b>
<b>Expenses</b>		
Consolidated expenses	8,336,110	4,835,370
Total Expenses	8,336,110	4,835,370
<b>Excess (Deficiency) of revenue over expenses</b>	<b>\$ -</b>	<b>\$ -</b>

## Revenues and Expenses 2021-22

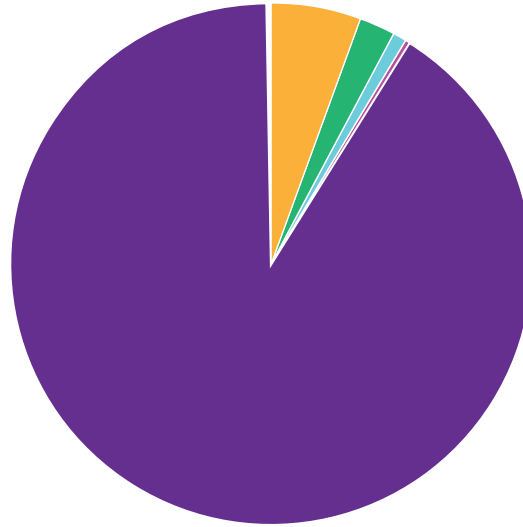
### Where the Money Comes From



#### REVENUES

- CIRNAC (Core): \$488,024
- Other (Core): \$54,326
- Special Projects Funding: \$8,336,110

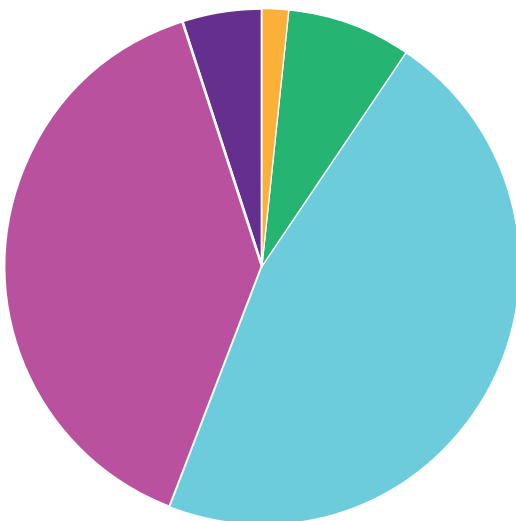
### Where the Money Goes



#### EXPENSES

- Administration (salaries/rent/office exp/equip rental): \$515,115
- Policy & Program Development: \$199,615
- Board Meetings/AGM: \$92,764
- Amortization of Capital Assets: \$13,680
- Special Projects Funding: \$8,336,110
- Other: –

## Consolidated Categories of Special Projects



#### SPECIAL PROJECTS

- Violence and Abuse Prevention: \$140,947
- Health Policy & Program Projects: \$655,783
- Socio-Economic Development: \$3,869,366
- Policy and Research: \$3,264,611
- Other: \$405,403
- Total: \$8,336,110

# Special Projects

## Abuse Prevention Projects

National Conversations on Gender Equality	\$ 58,581
Pathways to Violence Prevention (FNIHB)	25,250
Pathways to Violence Prevention (ISC)	24,855
Intimate Partner Violence & Traumatic Brain Injury	32,261
Engaging Men & Boys in Ending Violence Against Women and Girls	-
<b>Violence and Abuse Prevention Projects</b>	<b>\$ 140,947</b>

## Health Policy and Program Projects

Adapting the CRM for HIV/AIDS Prevention	-
Reproductive Health Rights of Inuit Women	-
Kaggutiq Inuit Cancer	72,221
Check Up Project	84,796
National Inuit Sexual Health Network (Tavva)	159,716
Cannabis in Our Communities	296,626
CINA Cancer	200
FASD National Strategic Project Funds	42,224
<b>Health Policy and Program Projects</b>	<b>\$ 655,783</b>

## Socio-Economic Development

Enhancing Inuit Women's Economic Development	191,986
Alleviating Food Security - COVID-19	2,037,765
Alleviating Food Security - COVID-19	1,527,979
Workplace Violence & Sexual Harrassment	111,636
<b>Socio-Economic Development</b>	<b>\$ 3,869,366</b>

## Policy and Research

MOU	894,525
Shelter Needs Assessment	59,828
MOU UNDRIP	-
MOU GBA+	12,231
Meeting Survivors' Needs on GBA	400,918
Gender Equality in the Arctic	-
MMIWG National Action Plan	339,840
UPIP Minor Infrastructure	3,367
Reaching Home	485,321
Engagement Protocol	78,153
Health and Wellbeing Capacity Needs	189,217
Distinction-Base Health Legislation	86,663
Shelters - Inuit Women Fleeing Family Violence	178,955
Inuit Crown Partnership	133,734
Improving Policing Services in Inuit Nunangat	59,273
Mobilizing Inuit Women's Governance in Research	40,421
MMIWG Commemoration Fund	215,480
Empowering Inuit Women in Leadership	113,685
<b>Policy and Research</b>	<b>\$ 3,869,366</b>

## Other

History & Midwifery Research	280,584
COVID-19 Communication Campaign	111,615
Working Together to Build Capacity	13,204
	<b>\$ 405,403</b>
<b>TOTAL</b>	<b>\$ 8,336,110</b>



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