

ANNUAL REPORT 2020-21

Pauktuutit Inuit Women of Canada

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President's Message

Tungasuritsi.

It is my pleasure to present Pauktuutit's Annual Report for the fiscal year of 2020-21. While this was a year of many disruptions, it was also a year of growth, and we are thankful for the many opportunities presented to us.

Next year will be our 38th year of incorporation, and it is incredible to see Pauktuutit's continued progression from relatively modest beginnings to an active, respected, and vital organization today. I am proud to serve as president of Pauktuutit and build upon our history as the leading advocate for Inuit women.

With the help of technology, our organization continued to work remotely despite the many restrictions related to the COVID-19 pandemic. Our staff are resilient, having adapted to a virtual employment environment filled with online meetings, teleconferences and working from home.

Projects which would normally require travel and face-to-face meetings are instead accomplished through conference calls and videoconferencing. Like the rest of the world, in the beginning we believed these measures would be temporary. However, they are still in place, well over a year later.

I am proud to share with you that in August 2020 Pauktuutit achieved a landmark moment in its more-than-36-year history of tireless efforts to champion the rights of Inuit women: we presented our first pre-budget submission to the Standing Committee on Finance, in advance of the federal budget unveiled in 2021.

This formal communication of our priorities will help ensure that as Inuit women our concerns will be taken seriously and are formally counted as part of Canada's official budget.

Although, like every federal committee, the Standing Committee on Finance was paused in 2020 because of the August 18th prorogation of Parliament, Pauktuutit urged Prime Minister Trudeau and the Honourable Carolyn Bennett, Minister of Crown-Indigenous Relations, to give tangible support to Inuit women while crafting the government's new agenda.

On behalf of Pauktuutit, I asked that the Speech from the Throne not leave Inuit women behind.

Specifically, we emphasized the following three key areas of urgent concern and asked the federal government to immediately:

- Invest \$20 million to build five shelters and transitional housing for Inuit women and children;
- Financially support the implementation of Pauktuutit's 15 policing recommendations to improve safety and security of Inuit women; and
- Support the creation and delivery of programming aimed at improving the well-being and safety of Inuit women and children living in urban centres throughout Canada and to include affordable housing and skills training opportunities.

I was pleased to see that the Speech from the Throne included commitments to:

- Include pandemic supports for women in economic recovery plans;
- Help Elders to be safe, respected, and live in dignity by increasing Old Age Security at age 75 and the Canada Pension Plan survivor benefits;
- Increase the pace of investments in shelters and transition housing;




- Move forward with a National Action Plan on Gender-Based Violence;
- Address and reduce homelessness; and
- Address food insecurity among Inuit.

Historic Agreement Between Pauktuutit and the RCMP


During this period, we also began discussing a Memorandum of Agreement (MOA) with the RCMP regarding concrete steps to implement Pauktuutit’s 15 policing recommendations aimed at improving the safety and security of Inuit women across Inuit Nunangat.

These recommendations were originally identified in the January 2020 report *Addressing Gendered Violence Against Inuit Women: A Review of Police Policies and Practices in Inuit Nunangat*. 

Made in the spirit of reconciliation, this historic Agreement will lead to lasting change through culturally aware and trauma-informed policing service for Inuit communities across Canada. 

Pauktuutit During COVID-19

Pauktuutit continues its work to support women and families during the pandemic. For example, we are developing new online tools for Inuit women in business whose incomes have been negatively impacted by COVID-19.

We also pledged to help Inuit women and their families by providing accurate, up-to-date information related to the pandemic on our website at pauktuutit.ca.  This ensured timely access to benefit programs, factual health information and Inuit-specific support during the pandemic from a reliable source.

In addition, we provided food relief assistance to Inuit families in urban centres through a food voucher program. Equally important, our vaccination awareness campaign continues to encourage everyone to ‘get the jab’ for the benefit of all Inuit and their communities.



Spreading Our Message

I am proud of all the accomplishments that we made over this challenging past year, including raising awareness of Pauktuutit’s role and activities.

Our Communications Department continues to amplify our presence on social media and as a result our likes, shares, retweets, engagements, and followers keep increasing. Along with two editions of the revamped Suliqpita newsletter, word of our work is reaching a wider audience than ever before.

We strive to communicate more effectively with Inuit across Inuit Nunangat and urban centres. We also aim to better educate the public and other stakeholders around the realities of Inuit women and children, as well as around our own strength and resiliency.

As always, thank you to my fellow Board members and the staff at Pauktuutit for their continued hard work and dedication – not just to this organization but to the advancement of the rights and well-being of all Inuit women.

Last, but certainly not least, I would like to extend a heartfelt thank you to all of Pauktuutit’s funders. We simply could not do the work we do without your ongoing support. In fact, your partnership with Pauktuutit is not only helping to improve the lives of Inuit women and girls but strengthening our families and communities.

Rebecca Kudloo
President and Board member for Kivalliq

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 in all levels of Canadian society
- Facilitating collaboration between Inuit women and other Indigenous Peoples

Board of Directors 2020-2021

Executive

Rebecca Kudloo –
President, Kivalliq

Anne Curley –
Vice-President, North Qikiqtani

Charlotte Wolfrey –
Secretary-Treasurer, Nunatsiavut

Directors

Gerri Sharpe – Yellowknife

Annie Buchan – Kitikmeot, Nunavut

Brenda Epoo – Nunavik Hudson

Nancy Mike – Iqaluit, Nunavut

Anita Pokiak – Inuvialuit

Malaya Zehr –
South-East, Urban

Martha Flaherty –
South-East, Urban

Alyssa Carpenter – Youth,
Inuit Nunangat

Laura Churchill – Youth

Programs


During our Annual General Meeting the Board of Directors and delegates provide direction on priorities and activities for the upcoming fiscal year.

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

Each department conducts its work through a wide range of activities (highlighted below) that address the priorities and needs of Inuit women and their families.

Visit our website at pauktuutit.ca  for more details and updates.

Social and Economic Development

The Social and Economic Development (SED) Department  continues to provide support for the economic self-sufficiency and social development of Inuit women. The 2020-21 fiscal year saw an expanded focus on the effects that the COVID-19 restrictions had on businesses owned by Inuit women.

Working with Policy and Research colleagues at Pauktuutit, the SED Department participated in national forums that addressed the impacts of COVID-19 on Indigenous economic and social well-being.

This includes the Indigenous Business COVID-19 Response Taskforce (initiated by the federal government) and the ITK-led Community Economic Development Taskforce.

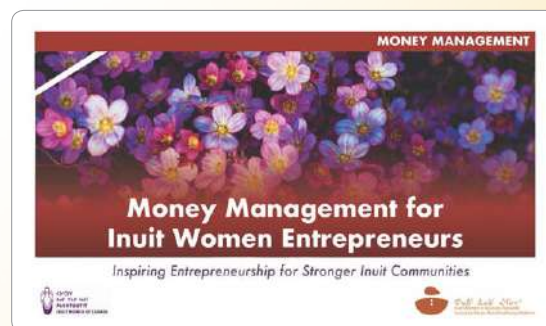
Enhancing Inuit Women's Economic Development Project

The SED team completed the first year of its *Enhancing Inuit Women's Economic Development* project.

The objective of the project is to enhance and formalize current socio-economic development activities by:

- establishing an Inuit women's business council;
- sustaining and enhancing the Inuit Women's Business Network's (IWBN) growth and activities;
- providing strategic direction to Pauktuutit's economic development activities and initiatives; and
- bringing together relevant experts and stakeholders to share promising practices.

The work of the Inuit Women's Business Council (IWBC) is ongoing, with the most recent meeting hosted virtually in November 2020. The council was updated on the main activities of the



project as well as consulted on topics such as future travel plans to communities for the delivery of activities.

A [directory](#) was created for businesses owned by Inuit women across Canada. This will help connect Inuit businesswomen across the country. The business development workshops have been finalized and are in the process of being made available on the Pauktuutit and IWBNC websites.



With a quick pivot of plans due to the pandemic, instead of travelling to communities to deliver the workshops, workshops were made available online for greater accessibility. Pauktuutit will be hosting virtual workshops in the new year for interested/registered participants.

COVID-19 Impacts

Working with Policy and Research colleagues at Pauktuutit, the SED department participated in national forums that addressed the impacts of COVID-19 on Indigenous economic and social well-being.

This included the Indigenous Business COVID-19 Response Taskforce (initiated by the federal government) and the ITK-led Community Economic Development Taskforce.

Meetings have been taking place weekly since March 2020. Developments include national surveys outlining the impacts of COVID-19 on Inuit women-owned businesses as well as an economic recovery plan (in progress).

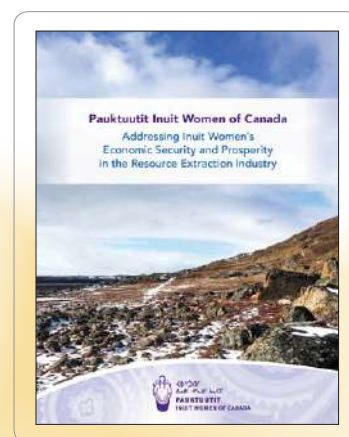
Groundbreaking Study Addresses Inuit Women's Reality in the Resource Extraction Industry

In March 2021, Pauktuutit released the results of a groundbreaking research study examining Inuit women's economic security and prosperity, as well as experiences of sexual violence and harassment while working in the resource extraction industry.

The report, *Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry*, identifies gaps and opportunities for Inuit women in the sector, and illuminates the reality of workplace sexual violence and harassment directed at female Inuit employees.

The survey revealed that more than half of the Inuit women surveyed experienced repeated events of sexual harassment and violence while working in the historically male-dominated mining industry.

Results of the investigation also found that Inuit women are often supporting large households in Inuit Nunangat on the most meagre salaries in the resource extraction industry.



Publishing the report is just the first step. Pauktuutit plans to share the findings through webinars and media interviews.

Engaging industry and government leaders remains a priority as Pauktuutit continues to push for changes that improve the lives of Inuit women in this lucrative sector of the Canadian economy.

The project literature review was very positively received by governmental actors, community partners and the project Advisory Committee.

The SED department also prepared an information session and presentation for two federal departments – Global Affairs Canada and Natural Resources Canada – at their request. The sessions aimed to better inform our federal partners about Pauktuutit’s project and work relating to Inuit women’s participation in the resource extraction industry.


Violence and Abuse Prevention

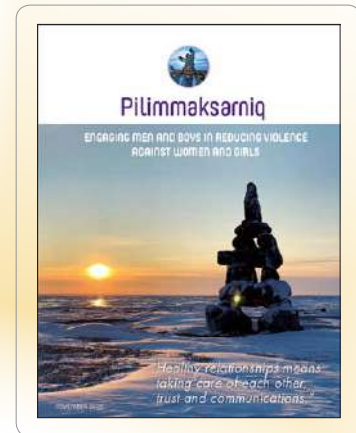
Engaging Men and Boys in Reducing Violence Against Women and Girls

This was the final year of this three-year project. The advisory committee met via teleconference in June 2020 for the project update and confirmation of participants in the National Engagement Sessions. With the guidance of the advisory committee, key informants were identified from each region.

National Engagement Sessions held via teleconference on September 22 and 23, 2020, included both men and women.

The sessions featured men’s healing groups and program leaders, representatives from Inuit women’s organizations, and national Inuit role models.

Review and discussion of the draft toolkit provided advice and guidance for Inuit men and boys trying to prevent violence against women and girls. Visit our [website](#)  for more details on the release of this innovative toolkit.



Ikajuqatigiiniq – Inuit Youth Pathways to Violence Prevention

Ikajuqatigiiniq is an Inuit youth life-promoting leadership camp hosted out on the land in Pangnirtung. The five-day session incorporates a ‘train-the trainer’ component using sports and arts for development, along with a values-based education approach rooted in Inuit Qaujimajatuqangit. This youth camp is designed as a pilot project that can be adapted for any community.

Due to the continuous COVID-19 related travel restrictions across Nunavut, the project was postponed, and the deadline extended until March 31, 2021.

As an alternative Pauktuutit, with support from the advisory committee, identified a Pangnirtung resident to co-facilitate delivery of the camp. Becky Kilabuk, of Qikiqtani Inuit Association (QIA), worked closely with VAP coordinators to develop and co-facilitate the five-day camp. With the guidance from the advisory committee, Rosemary Avilaktuk was identified as a youth subject matter expert to deliver the camp alongside Becky.

National Conversations on Gender Equality with Young Canadians

Focused on engaging Inuit, First Nation, and Métis youth in the development of a national dialogue and action on gender equality to support an inclusive society and shifting gender norms, this project consists of two streams. The first stream is national, created with a diverse group of youth, while the second stream is Indigenous-specific, created between Indigenous youth and organizations.

In the national stream, Ruth Kaviok was selected as a youth representative for Women and Gender Equality Canada's (WAGE) National Committee on Gender Equality. She also supported Pauktuutit's Advisory Committee in this capacity.

On January 30, 2020, WAGE facilitated a meeting so the five organizations in the Indigenous stream could meet and hear from each other, as well as connect with the national working group.

Under the Indigenous stream, and in collaboration with National Inuit Youth Council (NIYC), Pauktuutit is developing an approach to engage Indigenous youth across Canada in a more formal Gender Equality dialogue.

With the advisory committee in place, Elder and youth representatives from Inuvialuit and Nunavik regions were also able to be included in the conversation.

Although Pauktuutit and NIYC planned to hold events during NIYC's National Inuit Youth Summit in Cambridge Bay, in-person activities were suspended due to Covid-19 and the ongoing travel restrictions.

Meeting Survivors' Needs: Gender-Based Violence and the Criminal Justice System in Inuit Nunangat

Pauktuutit is conducting a research project to study gender-based violence and the criminal justice system in Inuit Nunangat to address survivors' needs. The research is designed to analyze Inuit women's experience with the criminal justice system as victims of gender-based violence. The findings will increase awareness and understanding of needs, challenges and service gaps that face Inuit women.


Scheduled for completion in early 2022, the project consists of two components: a research study and a multimedia awareness campaign.

The survey seeks to understand Inuit women's experiences, interests, and knowledge of their rights as victims. A literature review has been completed as well as the research methodology and accompanying materials.

One-on-one interviews with Inuit women who have lived experience, criminal justice system stakeholders as well as service providers will be held in two communities in each of the four regions of Inuit Nunangat. Inuit women will be hired and trained to conduct these interviews.

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

Pauktuutit Inuit Women of Canada and the Law Society of Nunavut are working to raise awareness about family violence – especially intimate partner violence – and legal options

to address this issue in Nunavut. A research study and an awareness campaign comprise the project's two components. 

This project is intended to address the lack of research identifying barriers to justice and determining if the *Family Abuse Intervention Act* (FAIA) meets the needs of survivors of intimate partner violence.

Pauktuutit and the Law Society of Nunavut conducted interviews and focus groups with Inuit women with lived experiences and service providers in the three Nunavut regions of Qikiqtaaluk, Kitikmeot and Kivalliq.

The research results were then distributed. Validation around the effectiveness of the legislation was conducted, including recommendations to strengthen the legislation.

A comprehensive public awareness campaign is currently being developed to strengthen Nunavummiut's ability to recognize abusive situations while also increasing the public's level of understanding about the *Family Abuse Intervention Act* legislation and other available legal options.

Health Policy and Programs

Achieving the same health status as other Canadians continues to be a significant challenge for many Inuit, particularly in accessing quality and appropriate health care.



Pauktuutit is committed to improving relationships between health care providers and Inuit as well as developing resources that are culturally safe and in plain language for Inuit accessing health care.

Some of the department's key activities in 2020-21 are highlighted below.

Cannabis in Our Communities: A Focus on Youth and Maternal Health and Well-Being

The cannabis project has been wrapping up engagement with Inuit across all regions of Inuit Nunangat and in urban centres.

Given the pandemic's impact on travel and in-person activities, the project shifted from conducting focus groups with youth and young parents in communities to one-on-one phone conversations with participants.

A literature review entitled *Cannabis Prevalence and Interventions in Inuit Communities*  is anticipated to be published on the Pauktuutit website,  while research engagements will continue to year-end.

The final phase of this project involves knowledge translation based on the findings from all research activities, including the national online survey and individual phone interviews. An awareness campaign integrating the knowledge gained through these engagements is being created and will feature a strong emphasis on harm reduction.



The research findings will also inform the development of Inuit-specific resources that build on strengths and fill the gaps in cannabis knowledge. Distributed to communities, health centres and service providers, these tools will encourage Inuit communities to make informed and healthy decisions about cannabis use.

Fetal Alcohol Spectrum Disorder: Supporting Inuit Families and Communities

This program aims to raise awareness of Fetal Alcohol Spectrum Disorder (FASD), improve mother and infant health, and reduce the stigma associated with FASD.

As part of the program Pauktuutit representatives connect with Inuit living across Inuit Nunangat and in urban centres who are open to sharing their experiences around [FASD](#).

Interviews are held with healthcare workers, frontline providers, people in education, and community workers. Interviews will also be conducted with those who work in the areas of family health and FASD or the related areas of alcohol consumption, maternal and infant health and FASD.

The information collected through these interviews will be compiled in a report to contribute to Inuit-specific FASD research and inform an FASD public awareness campaign for Inuit.

As travel to the regions has been restricted due to COVID-19, in-person focus groups have been replaced with virtual interviews. Phase 1 of the project is anticipated to be complete in the fall of 2021, followed by the knowledge translation process, which will include the development of a strategy to disseminate the Phase 1 results and the creation of Inuit-specific products for the awareness campaign.

CheckUp Project: Leveraging Social Media to Boost Wellness

The CheckUp Project is a sexual health wellness initiative to engage with Inuit youth in Nunavik and Inuvialuit to discuss sexually transmitted and blood borne infections (STBBI) along with the importance of 'getting checked.'

A partnership with University of Saskatchewan, Nunavik Regional Health Board and Social Services, and the Inuvialuit Regional Corporation, the project aims to determine the most effective ways to engage with youth about sexual health on social media.

Pauktuutit is pleased to report that the CheckUp Project has been successful in creating social media content that has increased the number of 'followers' and 'shares' of posts.


Renowned social media influencer Beatrice Deer also partnered with Pauktuutit for a video series entitled 'Because You Asked,' which discusses youth sexual health and the importance of getting checked.

The first video proved very popular, and work to create content for subsequent videos in the series is ongoing.

Before the pandemic sidelined travel, the CheckUp project originally included in-person Learning Circles and youth engagement sessions in Nunavik and Inuvialuit regions.



Cancer Project: *Inuusinni Aqqusaaqtara—My Journey*


This unique project helps Inuit cancer patients better understand the disease and improves communication between Inuit patients and non-Inuit healthcare providers. *Inuusinni Aqqusaaqtara—My Journey* is a collection of cancer resources developed specifically for Inuit patients, their caregivers, and healthcare providers. 

As part of the project, Pauktuutit developed e-learning modules for Inuit cancer patients and non-Inuit healthcare providers. The modules are designed to facilitate online and offline learning to accommodate accessibility within northern communities and education before participants leave their communities.

The healthcare provider e-learning module is being accredited by the Canadian Nurses Association (CNA), although the pandemic has delayed this process. Accreditation provides further incentive for nurses to complete this e-learning module as a credit towards their professional development requirements.

Building Culturally Safe Cancer Survivorship Care with Inuit in Inuit Nunangat

Pauktuutit received a three-year grant from the Canadian Institutes of Health Research (CIHR) for cancer survivorship work in partnership with the University of Ottawa.

The grant funding will ensure the continued dissemination and implementation of Pauktuutit's Inuit-specific cancer resources to those who need them most. 

Policy Division

As mandated by our Board, it is our goal to advocate and support both annual and long-term priorities and positions of the organization to advance reconciliation, the rights of Inuit women and GBTQQIA+ ('gender-diverse') people:

The policy team works with the inter-departmental Government of Canada sectors on the implementation of joint priorities outlined in the *Memorandum of Understanding* (MOU) signed between Pauktuutit and Crown – Indigenous Relations and Northern Affairs Canada.

These priorities include, but are not limited to, the following:

- Promoting the overall rights of Inuit women, gender-diverse people and children;
- Educating and advocating for legislative priority, policy review and funding requirements with Working Groups focused on the areas of violence and abuse prevention, health and wellness, poverty reduction, as well as gender-based analysis plus (GBA+); and
- Promoting equity for Inuit women and gender-diverse people at all levels of Canadian governmental and non-governmental structures.

The policy team works to establish links with partners that leverage common priorities for collaboration and implementation to support leadership of Inuit women and gender-diverse people to:

- Establish deeper relationships to address the issues of common concern that directly affect the well-being and safety of Inuit women, gender-diverse people and children across Canada;

- Provide levers to help ensure significant progress in priority areas for Inuit women and gender-diverse people as well as contribute to the broader goal of reconciliation and healing; and
- Identify and implement initiatives that will help to improve quality of life for Inuit women and gender-diverse people across Canada.

The policy team works to strengthen these relationships by providing position papers and reports, as well as preparing materials for Standing Committees, ministerial meetings, and Advisory Committees.

Additionally, the policy team analyzes ministers' mandate letters and provides input to coordinate Pauktuutit's priorities for alignment of our work within the political sphere.

Key Policy Initiatives



Pauktuutit continues to expand and implement initiatives through our formal working relationship at the policy level with Employment and Social Development Canada (ESDC).

July 2021 will mark the second anniversary of Pauktuutit's *Engagement Protocol Agreement (EPA)* with ESDC to partner on joint priority issues affecting the social, economic and physical well-being of Inuit women, gender-diverse people, children and families.

By applying an Inuit-specific gender-based analysis plus (GBA+) lens to ESDC's policies, programs and services, Pauktuutit is helping to align them with the rights, needs and priorities of Inuit women and gender-diverse people.

Areas of focus include early learning and childcare, labour and skills-building, accessibility for Canadians living with a disability, homelessness and housing stability, as well as poverty reduction.

Working in tandem with ESDC allows Pauktuutit to ensure Inuit women and gender-diverse people can influence policies that affect their daily lives and access all of the federal department's programs and services.

On Dec 17, 2020, President Kudloo participated in the Inuit – Crown Partnership Committee (ICPC) meeting along with other Inuit leaders and senior members of the federal government, including Prime Minister Trudeau.

Pauktuutit is not a signatory to the ICPC, but rather a witness to the agreement. Under the ICPC, Inuit leaders and the Government of Canada have agreed to work collectively on 10 key areas, derived from the four Inuit Representative Organizations (Inuit Land Claims) priorities that make up the national coordination body of Inuit Tapiriit Kanatami (ITK).



Pauktuutit makes efforts at the working group level to address areas requiring the need for a GBA+ lens, including legislative priorities, infrastructure, health and wellness, food security, Inuktitut revitalization, as well as economic development and procurement.

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

Pauktuutit and ITK Work Towards Common Goal

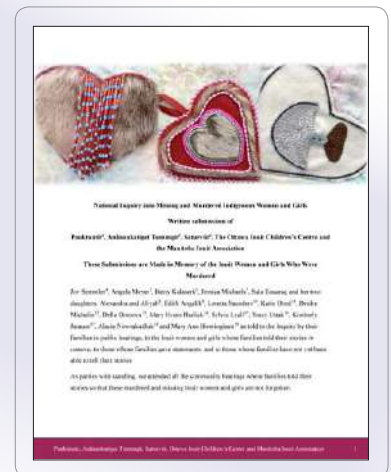
Pauktuutit and Inuit Tapiriit Kanatami (ITK) are encouraged to report significant progress in their collaboration with the Government of Canada to co-develop a national action plan to implement the Calls for Justice of the *Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)*.

Together, our two organizations are co-chairing the Inuit Working Group that will deliver an ambitious document to the federal government, entitled the *National Inuit Action Plan on Missing and Murdered Indigenous Women and Girls and Gender-Diverse People*.

To be delivered in the spring of 2021, this comprehensive Inuit-specific strategy will serve as the Inuit chapter of the overarching *National Action Plan*.

Membership in the MMIWG Inuit Working Group includes 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
- AnânauKatiget Tuningit Regional Inuit Women's Association
- Saturviit Inuit Women's Association of Nunavik




Mary Sillet representing Pauktuutit and Tracy Sarazin of ITK are serving as co-chairs. Representatives from Pauktuutit and ITK also served as members of the Core Working Group, responsible for delivery of the *National Action Plan*.

Together, Inuit representatives are striving to ensure that Inuit women and girls receive the same standard of safety, health, education and justice enjoyed by all Canadians, as well as the physical, emotional, economic, social and cultural security that many Canadians take for granted.

The Inuit Action Plan will address these inequities with concrete, timely and measurable systemic changes so that Inuit women and girls – as well as gender-diverse people – achieve substantive equality.

Gender-diverse people include two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual persons (2SLGBTQQIA+).

Addressing Anti-Indigenous Racism in Canada's Health Systems

On October 16, 2020, President Kudloo took part in a conference call with Carolyn Bennett, the Honourable Minister of Crown – Indigenous Relations and Marc Miller, the Honourable Minister of Indigenous Services, to discuss Pauktuutit's recommendations regarding racism in the Canadian health-care system. 

The call was particularly timely, following the tragic passing in a Quebec hospital of Joyce Echaquan, a young Inuit mother.

President Kudloo reminded the Ministers that systemic racism is well documented, and made five recommendations specific to Canada's health-care system:

1. That the government increase funding to ensure the principles of the *Canada Health Act*, including accessibility, comprehensiveness and universality, are upheld for Inuit women and girls – wherever they live – and that there be sustainable and sufficient health resources in each community.
2. That all Inuit children and youth receive STEM (science, technology, engineering and mathematics) outreach programs, and that the most promising students be offered an opportunity to attend summer STEM camps, either virtually or in person. In addition, high school students should receive counselling and encouragement about the path to becoming a doctor, nurse, physiotherapist, or support worker. Further, when Inuit students are training for a career in healthcare, they must be supported with safe and respectful classrooms. As well, clinical settings must be free of racism and discrimination.
3. That racism be addressed with Cultural Safety Education by training, recruiting, retaining, and mentoring Inuit staff and health-care providers at all levels of the health system; as well as by creating working and learning environments where Inuit knowledge, leadership and enterprise are all valued.
4. That all health-care student trainees and current health-care staff receive cultural awareness training around Inuit history and culture, as well as gender-based violence training, and that those working in our communities also receive local Inuktut dialect training.
5. That the delivery of healthcare be Inuit-informed, through the involvement of Elders, community leaders, women and youth in the design and delivery of health-care programs and services for our people and communities, and that Inuit women be consulted when decisions are made about where health-care dollars for Inuit are to be spent.

Annual General Meeting 2020-21

First Ever Virtual Version of the AGM

Pauktuutit's 37th Annual General Meeting (AGM) was held on January 26-27, 2021. Hosted virtually as a dynamic and interactive webinar, the event involved more than 30 participants connecting from multiple provinces and territories.

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

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

With an ambitious agenda, participants enthusiastically completed all the necessary work and ended the two-day session with a celebration of our accomplishments during such a challenging time.

President Kudloo graciously hosted the meeting from her home community of Baker Lake. 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.

Over the course of the two-day AGM, we welcomed many special guests, including

- The Hon. Carolyn Bennett, Minister of Crown – Indigenous Relations
- The Hon. Dan Vandal, Minister of Northern Affairs
- The Hon. Marc Miller, Minister of Indigenous Services
- The Hon. Bill Blair, Minister of Public Safety and Emergency Preparedness
- Commissioner Brenda Lucki, signatory of the *Pinasuqatigiinni* Agreement
- Natan Obed, President of Inuit Tapiriit Kanatami (ITK)
- Mary Sillett, on behalf of the MMIWG Inuit Working Group
- Beth Symes, regarding the status of UNDRIP legislation

The Hon. Carolyn Bennett, Minister of Crown – Indigenous Relations

MOU supporting Pauktuutit's work extended to multi-year agreement

Minister Bennett opened her address to the AGM by recognizing the hard work and dedication of both Pauktuutit's Board members and Inuit women during this pandemic, underscoring the urgent need for shelters and more support around the issue of family violence.



In addition, she revealed an encouraging amendment to the *Memorandum of Understanding* (MOU) between Pauktuutit and Crown – Indigenous Relations and Northern Affairs Canada (CIRNAC).

“It is my great pleasure to officially announce that our annual MOU will now be a multi-year agreement, which will further strengthen the foundation for an enduring relationship and collaboration on our shared priorities,” she said.

“This amendment is an important symbol of the continued commitment to work together. We know that our commitment goes deeper than that and that this is a lifelong journey,” continued Bennett. “I look forward to what this next year brings to make real and tangible changes in the lives of women and children and their communities.”

President Kudloo noted the MOU had no expiry date and that it is an important move forward which will greatly help Pauktuutit develop long-term plans and recruit more staff to implement its diverse policies and projects.

The Hon. Dan Vandal, Minister of Northern Affairs

Funding for northern governments helps offset pandemic impacts

Minister Vandal reflected on his attendance at the previous year’s AGM, noting that no one could have predicted then the onslaught of Covid-19 just weeks later. As a result of the pandemic, the intense needs of Inuit women and their families have come into even sharper focus.

The Minister emphasized that systemic changes were needed to improve Inuit access and control of health care.

He explained that additional funding was being provided to help northern governments mitigate the impacts of the pandemic.

Minster Vandal highlighted food security as another important issue, with \$25 million being invested in the Nutrition North Program to expand the list of subsidized goods to include hand sanitizer and other items to help reduce the spread of the virus.

The Minister also acknowledged how the Harvester Support Grant program was helping to offset food insecurity during the pandemic. Developed in consultation with northern partners, this unique initiative financially supports local harvesters so they can provide more food in their communities.

The Hon. Marc Miller, Minister of Indigenous Services and The Hon. Mona Fortier, Minister of Middle Class Prosperity and Associate Minister of Finance

Historic announcement includes five new Inuit-specific shelters

Minister Miller announced funding for the support of 15 new shelters for Indigenous communities, increasing the total to 52. He acknowledged there was a strong need for Inuit-specific shelters and was pleased to announce funding to support the creation five new shelters – one for each of the four regions of Inuit Nunangat and one in Ottawa.

He hoped that these steps would help stop the violence too many Inuit women experience, which has gotten worse during the pandemic. Funds for the unprecedented new shelters will come from the Government of Canada's \$724.1-million Violence Prevention Strategy.

Pauktuutit and its leadership have been emphasizing the urgent need for safe spaces for Inuit women since the organization's inception in the mid-1980s, and played an essential role in finally achieving this success. The announcement was in direct response to the formal request for support put forth by Pauktuutit at its 2020 AGM.

Minister Miller noted that \$1 billion had also been provided to Indigenous organizations to help mitigate the impact of the pandemic. He noted that Indigenous people were priority recipients for the vaccine, and many are starting to get the vaccine. He appreciated the leadership role Pauktuutit had played in getting the word out and increasing public awareness of the safety measures needed to help reduce the spread of the virus. He also recognized the need to address systemic barriers in the health care field. Inuit were fully entitled to the best health care available. Cultural safety would be a key strategy in ensuring systemic barriers were removed.

President Kudloo noted that Minister Miller's announcement was a historical moment for Pauktuutit and a goal they had been working towards for decades. Funding for construction and operating costs to support the services provided by these shelters will greatly benefit Inuit women and their children who are fleeing violence.

Minister Fortier thanked Pauktuutit for all of the hard work over the years that led to the exciting shelter announcement.



Mary Sillett

MMIWG Inuit Working Group makes progress

As Co-Chair of the MMIWG Inuit Working Group (IWG), Mary Sillett updated AGM participants on the group's progress.

In her opening remarks she recognized the immense contribution of Pauktuutit Board member Charlotte Wolfrey over the years, noting the enormous impact Charlotte's work has had on the lives of Inuit women not only in Nunatsiavut, but across Canada.

A slide presentation provided background and context, including a review of the IWG membership and its vision statement. The IWG's primary objective was to complete a draft of the Inuit Chapter for the MMIWG National Action Plan by the spring of 2021.

Beth Symes

Update on UN Declaration on the Rights of Indigenous Peoples

As Pauktuutit's legal counsel, Beth Symes joined the AGM to present an explanation of the legislative process surrounding Bill C-15, the *United Nations Declaration on the Rights of Indigenous Peoples* (UNDRIP).

Both Ms. Symes and President Kudloo had attended meetings on the draft Bill over the past years. Pauktuutit also submitted recommendations on how to improve the draft, with the revised Bill much improved as a result.

Bill C-15 aims to support and enhance Indigenous rights in Canada. Specifically, UNDRIP is rich in ideas and statements that will positively impact Inuit women and children.

Article 44 is particularly important to Pauktuutit as it supports equal rights for Indigenous women, which could have major implications in any future legal cases and enforcement of government action.

Historic Community Policing Agreement Signed Between Pauktuutit and the RCMP

Pauktuutit Inuit Women of Canada welcomed the opportunity to establish a formal working relationship with the Royal Canadian Mounted Police (RCMP) by signing the *Pinasuqatigiinniq* Agreement* to improve the protection and safety of Inuit women, children and gender-diverse persons.

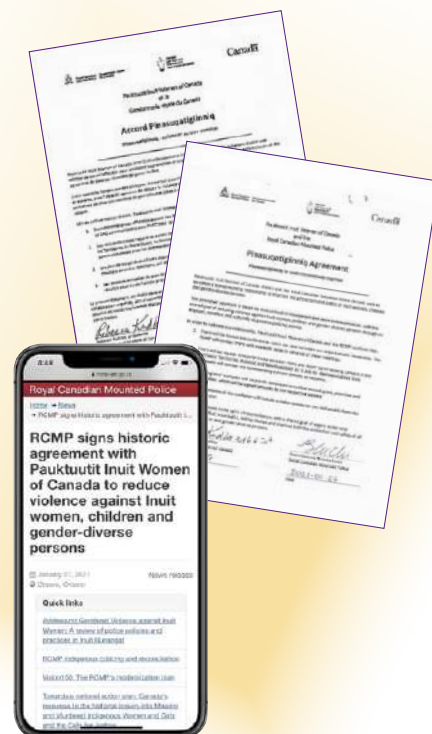
As part of the AGM, President Kudloo and Commissioner Brenda Lucki announced the signing of the Agreement.

According to Commissioner Lucki, the agreement marked a new day in the relationship between RCMP and Inuit women. She noted that Pauktuutit's review of police policies and practices was instrumental in identifying key issues and steps that need to be taken to improve police services in Inuit Nunangat.

Minister Blair offered his congratulations, saying that he was optimistic the Agreement would make a substantial difference in improving RCMP interactions with Inuit women and help increase their overall safety.

Gendered violence disproportionately victimizes Indigenous women across Canada, and Inuit women and children in particular. Women in Nunavut, for example, are the victims of violent crime at a rate 13 times higher than for woman in Canada as a whole.

*Pinasuqatigiinniq is the Inuit term for working together collaboratively. It is an appropriate title for this Agreement, which is made in the spirit of reconciliation with a shared goal of urgent action to result in meaningful, lasting change through culturally aware and trauma-informed policing services for Indigenous communities across Canada.



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 14 members from across Inuit Nunangat and includes members from southern urban Canada as well as youth. All Board

members serve two-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 January 2021:

Charlotte Wolfrey – Secretary-Treasurer, Nunatsiavut – acclaimed for a one-year term.

Nancy Arreak – Qikiqtani South, Nunavut – elected for a two-year term.

Jeannie Ugyuk – Kitikmeot, Nunavut – acclaimed for a two-year term.

They joined the existing members to bring the total number to 12. The Qikiqtani North and Youth Inuit Nunangat positions remained vacant.

President Kudloo, on behalf of Pauktuutit, would like to thank the following outgoing members for their contribution to the Board: **Laura Churchill** – Youth, Inuit Nunangat and **Anne Curley** – Qikiqtani North, Nunavut.

EXISTING BOARD MEMBERS

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



Inuit Women of the Year

Traditionally, at the AGM, Pauktuutit celebrates an Inuk woman who makes strong, positive contributions to her community.

This year, we created a new category that reflects the growing gifts and impacts of young Inuit women on those around them.

Many talented and community-focused women from across Inuit Nunangat were nominated for recognition in both categories.

As described by President Kudloo, ***“These awards recognize and celebrate the best qualities of Inuit women. After such a tough year with the pandemic, our communities needed examples of strength and resilience more than ever, and we found it in the inspiring leadership and achievements of these two women.”***

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.



Sharon Edmunds, Inuk Woman of the Year

In the age-36-and-over category, Sharon Edmunds was named Inuk Woman of the Year for her commitment to building scientific knowledge in the North among Inuit and her determination to help establish a testing service to ensure Inuit ‘country food,’ specifically walrus, is clear of a parasite that causes disease in humans.

Originally from Nunatsiavut, Edmunds is currently completing her Ph.D. in Population Medicine at the University of Guelph, where her work is benefiting all Inuit. She is conducting ground-breaking research on the prevention of human infection from the parasite *Trichinella*, a microscopic roundworm that can infect walrus meat that Inuit traditionally eat raw.

“Trichinellosis has been called a ‘neglected infection among Indigenous Peoples of the Arctic,’ so between my research and winning this meaningful award, I’m able to shine a spotlight on it to raise awareness,” explains Edmunds.



Annie Buscemi, Young Inuk Woman of the Year

Nunavut’s Annie Buscemi was named the inaugural winner of Young Inuk Woman of the Year, presented for the first time in a category for those aged 16-35.

After a misdiagnosed hand injury left this apprentice electrician struggling with anxiety, in late 2020 she began posting Inuit-specific ‘Reasons to Stay Alive Today’ on several social media platforms, quickly earning her tens of thousands of followers on TikTok alone.

Buscemi’s engaging and encouraging manner incorporates aspects of Inuit culture into her daily affirmations.

“I hope to bring a once-dying culture back to life,” she explains. *“I know some Inuit youth who really struggle with their identity, so I love to point out unique aspects of our culture that we can find strength in.”*


Resolutions Adopted

Each 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 Pauktuutit Board members, the Resolution Committee reviews these issues and determines which are particularly significant for Inuit women and their families.

Subsequently, the issues deemed most important to Pauktuutit are prioritized and drafted into resolutions, which help guide the work of the organization.

In all, nine resolutions for 2020-21 were presented by the Committee to the Board of Directors at the last Annual General Meeting (AGM). All were reviewed, voted on and ultimately approved for adoption.

The resolution titles are listed below, and more detail on the content of each resolution is available online at www.pauktuutit.ca/about-us/resolutions/ 

Inuit Women and Their Basic Human Rights (2021-1)

GBA+ and the Inuit – Crown Partnership Committee (2021-2)

United Nations Declaration on the Rights of Indigenous People C-15 Legislation Introduced December 3, 2020 (2021-3)

Broaden Policies/Programs for Urban Inuit Women and Girls across Canada (2021-4)

Anti-Racism in the Canadian Health-Care System (2021-5)

COVID-19 / Pandemic Harm Reduction (2021-6)

Increase the Economic Independence of Inuit Women (2021-7)

Individuals with Disabilities – Data and Research to Inform Policy (2021-8)

The Inclusion of Gender Diversity (2SLGBTQIA+ Discussion) (2021-9)

2020-21 Funders

Pauktuutit needs financial support to continue our mission. The fiscal year 2020-21 saw added funding from both government and non-government sources, allowing us to further grow and expand the scope of our work.

These critical investments mean that we can continue to support Inuit women, their families and their communities, both in Inuit Nunangat and in the south.

Pauktuutit's Board of Directors sincerely thank the funders below for their generous financial assistance in 2020-21, and we look forward to future collaborations.

- Canada Mortgage Housing Corporation (CMHC)
- Canadian Northern Economic Development Agency (CanNor)
- Canadian Women's Foundation
- Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)
- Employment and Social Development Canada (ESDC)
- Health Canada
- Indigenous Services Canada (ISC)
- Polar Knowledge Canada (POLAR)
- Public Health Agency of Canada (PHAC)
- University of Saskatchewan (USask)
- Women and Gender Equality Canada (WAGE)
- YWCA Canada

Consolidated Financial Position

ASSETS	2021	2020
Cash and Other Working Capital	\$ 4,740,754	\$ 3,362,618
Capital and Other Assets	80,698	80,698
Total Assets	\$ 4,821,452	\$ 3,443,316
LIABILITIES & NET ASSETS		
Accounts Payable and Accrued Liabilities	\$ 632,985	\$ 431,881
Deferred Revenue	3,876,193	2,779,439
	4,509,178	3,211,320
Leasehold Inducements	5,894	8,337
Net Assets:		
Unrestricted	239,694	157,771
Invested in Capital Assets	51,320	65,888
	291,014	223,659
Total Liabilities and Net Assets	\$ 4,806,086	\$ 3,443,316

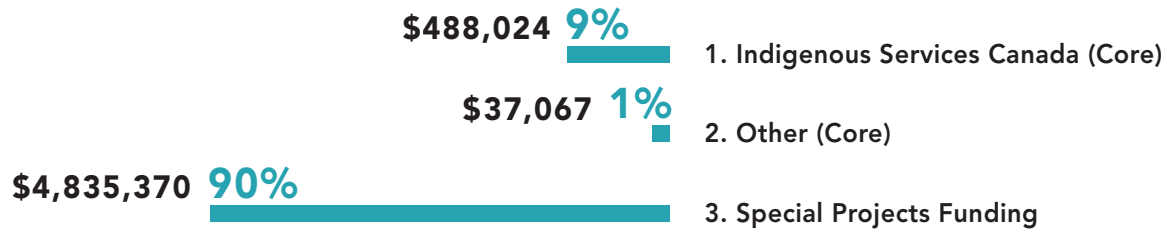
Consolidated Statement of Operations – Core Funding

REVENUE	2021	2020
Core Funding	\$ 488,024	\$ 488,024
Core Enhanced Funding	\$ –	\$ –
Core Enhanced Funding – Deferred	\$ –	\$ –
Other	37,067	39,964
Total Revenue	525,091	527,988
EXPENSES		
Administration	719,547	497,403
Policy & Program Development	214,424	220,778
Board Meetings/AGM	91,159	282,467
Amortization of Capital Assets	15,161	17,779
Other	200	
Total Expenses	1,040,491	1,018,427
Deficiency of Revenue Over Expenses – Core Funding	(515,400)	(490,439)
Project Recoveries	582,755	488,921
Excess (Deficiency) of Revenue over Expenses	(67,355)	(1,518)

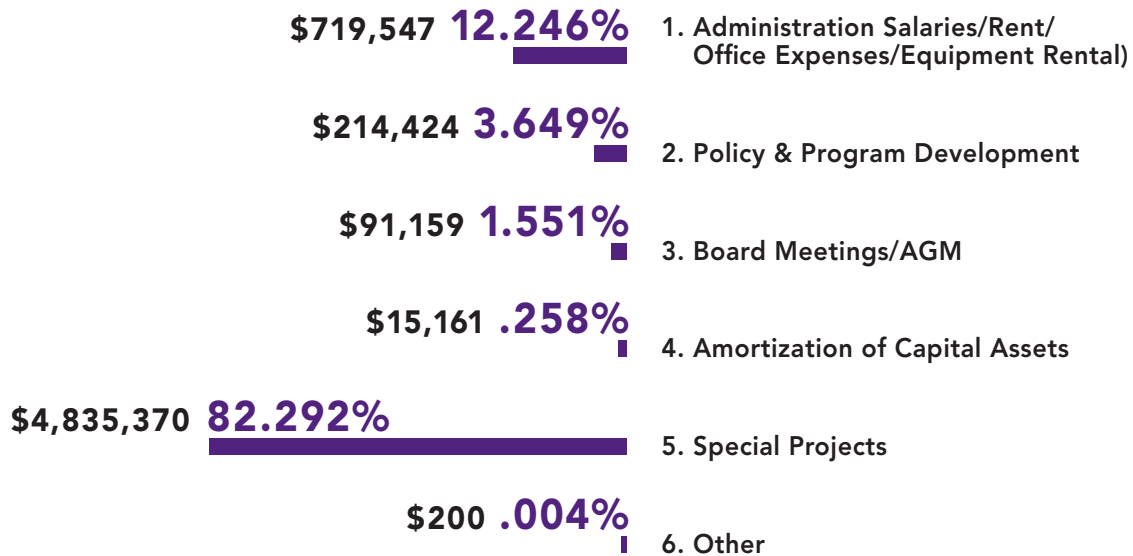
Consolidated Statement of Operations – Special Project Funds

REVENUE	2021	2020
Deferred Revenue, Beginning of Year	\$ 2,635,820	\$ 1,305,683
Contributions	5,970,583	4,603,369
Less: Payable to Funding Agencies	(40,153)	85,589
Add: Payable to Funding Agencies Prior Years	103,658	
Less: Repayment of Project Funding	(61,706)	(103,658)
Less: Reallocation to Deferred Contributions	5,204	–
Deferred Revenue, End of Year	(3,778,036)	(2,635,820)
Total Revenue	4,835,370	3,255,163
EXPENSES		
Consolidated Expenses	4,835,370	3,255,163
Total Expenses	4,835,370	3,255,163
Excess (Deficiency) of Revenue Over Expenses	\$ –	\$ –

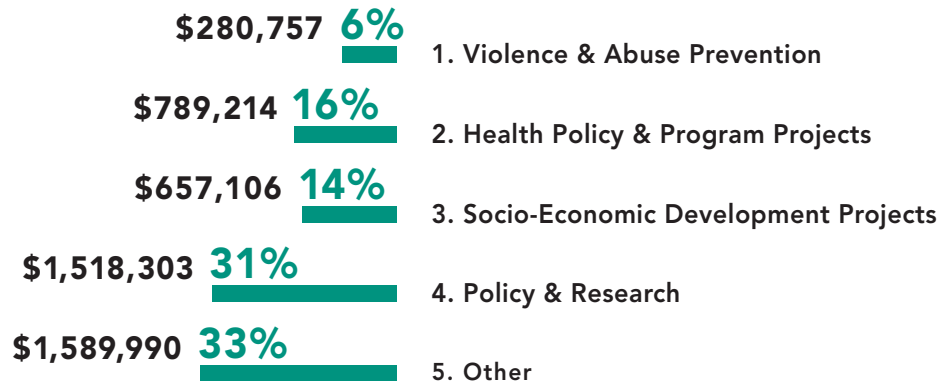
Revenues – Where the Money Comes From



Expenses – Where the Money Goes



Consolidated Categories of Special Projects



Abuse Prevention Projects

National Conversations on Gender Equality	\$	46,703
Pathways to Violence Prevention	\$	479
Intimate Partner Violence & Traumatic Brain Injury	\$	3,677
Engaging Men & Boys in Ending Violence Against Women and Girls	\$	229,898

ABUSE PREVENTION PROJECTS ▶ \$ 280,757

Health Policy & Program Projects

Adapting the CRM for HIV/AIDS Prevention	\$	5,044
Reproductive Health Rights of Inuit Women	\$	5,204
Kaggutiq Inuit Cancer	\$	7,285
CheckUp Project	\$	109,800
National Inuit Sexual Health Network (Tavva)	\$	62,573
Cannabis in Our Communities	\$	314,615
FASD National Strategic Project Funds	\$	284,693

HEALTH POLICY & PROGRAM PROJECTS ▶ \$ 789,214

Socio-Economic Development

Enhancing Inuit Women's Economic Development	\$	523,264
Early Learning & Childcare (ELCC)	\$	22,836
Workplace Violence & Sexual Harrassment	\$	111,006

SOCIO-ECONOMIC DEVELOPMENT PROJECTS ▶ \$ 657,106

Policy & Research

Urban Shelter Needs Assessment	\$	85,101
GBA+ NAP	\$	40,000
Mobilizing Inuit Women's Governance in Research	\$	46,551
Meeting Survivors Needs on Gender-Based Violence	\$	233,694
MMIWG Commemoration Fund	\$	29,927
Responding to the Calls for Justice	\$	103,431
Gender-Based Analysis	\$	50,000
Labour Engagement	\$	30,795
Engagement Protocol	\$	135,409
Urban Programming for Indigenous Peoples	\$	46,633
COVID-19 Pandemic Economic Recovery for IW and Children	\$	249,297
Gender Equality in the Arctic	\$	35,000
MMIWG National Action Plan	\$	432,465

POLICY & RESEARCH PROJECTS ▶ \$ 1,518,303

Other

Health and Well-being Capacity Needs	\$	25,256
Enhanced Capacity for Engagement	\$	835,815
Inuit-Crown Partnership Committee	\$	36,294
COVID-19 Communication Campaign	\$	228,384
Alleviating Food Insecurity for Inuit Women	\$	464,241

OTHER PROJECTS ▶ \$ 1,589,990

TOTAL ▶ \$ 4,835,370

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We strive to communicate more effectively with Inuit across Inuit Nunangat and urban centres. We also aim to better educate the public and other stakeholders around the realities of Inuit women and children, as well as around our own strength and resiliency.

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– Rebecca Kudloo
PRESIDENT AND BOARD MEMBER FOR KIVALLIQ

