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PAUKTUUTIT
INUIT WOMEN OF CANADA
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2010–2011
ANNUAL REPORT



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PRESIDENT'S MESSAGE



Elisapee Sheutiapik

It is my great pleasure to present Pauktuutit's 2010-2011 annual report. While I consider myself an optimistic person in general, I am afraid that the past year will be remembered by many for its tragedies and challenges rather than for its successes and achievements. Early in 2011, Inuit lost a beloved leader in Jose Kusugak, a man who gave tirelessly to protect our language and provided inspiring leadership for so many years. As well, there were a number of tragic losses of life through plane crashes, family violence, or accidents on the land. While some of these losses may not have been avoidable, we must sharpen our resolve to do more to prevent those that are.

The past year also saw the world economy encounter another period of turbulence. While slower economic growth is rarely good news for Inuit, there are reasons for optimism as some key sectors such as mining, oil and gas, commercial fishing and major infrastructure construction continue to grow and provide important opportunities for Inuit. Care must be taken however to ensure that we protect the environment and that Inuit are able to benefit from this growth and not simply be witnesses to opportunities that are developed in our homeland. We also have to consider and lessen the social impacts of resource extraction and development in our communities and regions such as increases in violence, addictions and other impacts on families and individuals. As you will read below, Pauktuutit has been busy developing several projects that will assist in supporting Inuit women to be



able to take advantage of business opportunities that develop in their communities. I am a firm believer that financial literacy and independence foster stronger families and communities and I believe Pauktuutit can be a stronger supporter for Inuit women in this area.


Family violence, suicide and violent crimes continue to afflict every Inuit community. The underlying reasons for this violence and tragedy may vary but the impact is well understood – virtually every Inuit family has experienced some form of violence or loss within the past few years. While progress towards reducing these tragedies seems slight at times, there is some reason for optimism. In the past, many Inuit were impacted by the forced relocation to attend residential schools. This caused immense trauma for those attending the schools and their families, trauma that has led in part to some of the ongoing family violence we see today. In an effort to help Inuit families and communities address the legacy of the residential schools, Pauktuutit will be working with the Truth and Reconciliation Commission in the new year on an important project that will help Inuit women tell their stories of residential schools and how it has impacted them. Pauktuutit was also pleased to learn recently that Inuit in Nunatsiavut would also be included in the TRC consultations, addressing a long-standing issue of concern. In addition, the Quebec government has acknowledged the dog slaughter that took place in Nunavik in the 1950s and 1960s. Events such as these provide a positive indication that damaging events from the past are slowly being acknowledged allowing people to begin to heal and focus more on the present and future rather than the past.

We have all noticed the significant climate changes that have greatly impacted the ability of Inuit families to live on the land, harvest wildlife and pass on traditional knowledge to younger generations. We can't

“Financial literacy and independence foster stronger families and communities.”

PHOTO: Nick Newbery





possibly anticipate all the impacts the changing climate will have but we do know that Inuit are among the most likely to face serious consequences. Pauktuutit and other Inuit organizations need to continue to press for increased research and consultations in order to increase our understanding of these vast changes that are occurring, how Inuit will be impacted, and what can be done to help Inuit adapt to this changing world. Denying the problem will only endanger our communities and our future. We need to act firmly and act now.

Health issues will remain at the forefront of Pauktuutit's work. Despite huge efforts by Pauktuutit, governments and other organizations, progress seems slow at times. A 2011 Nunavut health indicators report concluded that the health of the population of Nunavut hasn't really improved since the last report was issued in 2004. The lifespan of a person born in Nunavut in 2005 is only 70 years compared to 80 years for other Canadians. These statistics will be reflective of the other Inuit regions as well. Health issues are aggravated by limited access to affordable healthy food and increasing harvesting costs. Poor quality and overcrowded housing add another layer of complexity to the health challenges facing Inuit. Violence against women is a significant physical and mental health issue for Inuit women. This is only a small sample of the health issues that exist in our communities. While the challenges remain vast, we must resolve to continue working hard with our many partners in health to ensure one day Inuit health indicators are identical to other Canadians and that we can all expect to live long and healthy lives.

My report thus far has focused on some of the challenges that we continue to face in our communities. There have been some positive highlights of course. Nunavut came out with a suicide prevention strategy that offers some real hope of addressing one of the most devastating issues of our time. Our staff has been working with the Government of Nunavut on their violence prevention strategy, and we have been strengthening our relationships with federal Cabinet ministers and senior government officials on issues of mutual concern. Inuit Tapiriit Kanatami released its Inuit education strategy which will provide important direction to governments and educators for the future. Pauktuutit even moved in to larger offices to accommodate an expanding staff. I see many smiling faces when I travel around the country and often hear people speak with optimism in their voices. Inuit are by nature optimistic and I think that this has been, and will remain, a key strength of our people.

Since I have been working with Pauktuutit as a Board member and President, I must say that I have been very impressed and encouraged by the dedication and selflessness displayed by both staff and my fellow Board members. Sometimes it seems that progress is slow and that we are walking up a very long hill. I can safely say that I have never seen the strength and spirit of the organization and its people waver for a moment. I recall a saying, "When the going gets tough, the tough get going". I think I will have a sign made and hang it on the door of our new office.

*“When the going gets tough,
the tough get going.”*

PAUKTUUTIT'S MANDATE AND OBJECTIVES

Pauktuutit's Mandate

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

Pauktuutit's Objectives

1. To promote the rights of Inuit women and children;
2. To provide the Inuit women of Canada with a united voice;
3. To work towards better social, economic and political conditions for Inuit women;
4. To work for the betterment of individual, family and community health conditions through advocacy and program action;
5. To encourage Inuit women to take their rightful place in society;
6. To promote equity for the views of Inuit women in all levels of Canadian governmental and non-governmental structures;
7. To motivate Inuit women to realize their potential as individuals and as a group;
8. To promote self-confidence and self-reliance amongst Inuit women;
9. To provide resources to ensure that our children are raised with Inuit values, heritage, culture and language;
10. To encourage the involvement of Inuit women in all levels of Canadian society; and
11. To facilitate collaboration between Inuit women and other Aboriginal peoples.

PAUKTUUTIT BOARD OF DIRECTORS 2010/11

Executive Committee

Elisapee Sheutiapik	President
Anita Issaluk	Vice-President
Anne Curley	Secretary-Treasurer

Board Members

Region and Communities Represented

Dawn Michelin	Nunatsiavut: Nain, Hopedale, Postville, Makkovik, Rigolet and Happy Valley-Goose Bay
Annie Nulukie	Nunavik – Ungava Coast: Kangiqsualujjuaq, Kuujjuaq, Kangiqsujjuaq, Aupaluk, Kangiqsuk, Quaqtq and Tasiujaq
Sarah Idlout	Nunavik - Hudson Coast: Salluit, Ivujivik, Akulivik, Puvirnituq, Inukjuaq, Umiujaq, Kuujjuarapik
Geela Maniapik	Qikiqtani South: Kingait, Kimmirut, Iqaluit, Pangnirtung, Qikiqtarjuaq, Clyde River, Sanikiluaq
Anne Curley	Qikiqtani North: Pond Inlet, Arctic Bay, Grise Fiord, Resolute, Igloolik, Hall Beach
Elaine Uppuhuak-Prusky	Kivalliq: Arviat, Whale Cove, Rankin Inlet, Chesterfield Inlet, Baker Lake and Coral Harbour, Repulse Bay
Annie Buchan	Kitikmeot: Kuugaaruk, Taloyoak, Gjoa Haven, Cambridge Bay, Bathurst Inlet, Kugluktuk, Umingmaktok
Agnes Kuptana	Inuvialuit: Ulukhaktok, Paulatuk, Sachs Harbour, Aklavik, Inuvik, Tuktoyaktuk
Ida Atagootak	Yellowknife, Northwest Territories
Elisapee Sheutiapik	Iqaluit, Nunavut
Betsey Eetidloie	Representing urban Inuit women
Anita Issaluk	Representing urban Inuit women
Minnie Alaku	Representing Inuit youth
Tracy Evans	Representing Inuit youth

STAFF

Administration

Tracy O’Hearn	Executive Director
Trudy Bloem	Director of Finance
Elaila Pitseolak	General Accountant
Lucy Manniapik	Executive Assistant

POLICY AND PROJECTS

Health

Geri Bailey	Manager, Health Policy and Programs
Annie Aningmiuq	Project Coordinator
Carmenne St. Cyr	Project Assistant

Abuse Prevention

Sandra Tucker	Manager, Abuse Prevention Policy and Programs
Sipporah Enuaraq	Project Coordinator
Janet Scollard	Project Coordinator

Special Projects

Lucille Villasenor-Caron	Manager, Special Projects
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PHOTO: Nick Newbery



PROJECT REPORTS

Since its inception in 1984, Pauktuutit has been dedicated to achieving one goal - to improve the lives of Inuit women, their families and their communities. For over 27 years, Pauktuutit has been active in a wide range of social, economic, health and political initiatives focused solely on achieving its primary goal. The trail has not been smooth. Enormous challenges have been faced and overcome through the persistence of Pauktuutit's Board members, staff and a host of community members who have been so dedicated and selfless in their efforts to improve the lives of Inuit women. Along the way, Pauktuutit has achieved remarkable success and has established a solid reputation as an organization that can attain amazing things. No matter the degree of its success, Pauktuutit never forgets that its success is the success of all Inuit women. Once again, this year's project reports reveal the wide range of activities that Pauktuutit is involved in but they all share a common goal – to address the priorities voiced by Inuit women themselves.

For over 27 years, Pauktuutit has been active in a wide range of social, economic, health and political initiatives focused solely on achieving its primary goal.

ABUSE PREVENTION

Pauktuutit has been very involved in abuse prevention in Inuit communities since its inception. The primary focus for the 2010-2011 fiscal year has been in two areas: Inuit women taking the lead in family violence prevention and the development and delivery of training for shelter workers in Inuit communities.

Inuit Women Taking the Lead on Family Violence

Pauktuutit continues to take a leading role in addressing the issue of family violence in Inuit communities. With funding from the Status of Women, Pauktuutit has been able to continue to support Inuit communities in building their capacity to address this serious social issue.

The Inuit Women Taking the Lead on Family Violence project is an ambitious and fruitful two-year project that has involved many Inuit women from all regions in planning for a violence and abuse-free future in their communities. Funded through the Women's Program of Status of Women Canada, Inuit Women Taking the Lead is making a valuable contribution to Pauktuutit's National Strategy to Prevent Abuse in Inuit Communities. The goal of

the project is to provide Inuit women with resources that promote leadership and personal wellness. As well, this project was designed to facilitate knowledge transfer and exchange between elders and youth to develop a leadership role in the reduction of all forms of abuse and family violence in their communities.

The project will produce three main resources for the communities:

- 1. A special edition of *Suvaguuq*, Pauktuutit's national newsletter. This publication will provide the general public with an overview of the dedicated to the *Inuit Women Taking the Lead* project and its outcomes.
- 2. An on-the-land workshop model. The process of planning and executing the five-day workshop out on the land will be made into a "how-to" guide, published and disseminated to the 53 hamlets offices in Inuit communities.
- 3. A youth and elder workshop model. The process of planning and executing a three-to five-day workshop in town will be made into a "how-to" guide, published and disseminated to the 53 high schools in Inuit communities.



Making Our Shelters Strong

Shelters provide critical front-line support to victims of family violence and abuse. It is of great concern for Pauktuutit that more than 70 per cent of Inuit communities across the Arctic are without a safe shelter for women and their children who may need to escape violence in their home. Pauktuutit has been involved for several years in helping to develop the capacity of shelters in Inuit communities to enable them to continue to provide critical services to those most in need.

This past year Pauktuutit has worked on establishing an important new tool to help support front-line workers in family violence. *Making Our Shelters Strong – An Internet-Based Inuit Women's Shelter Resource Site* addresses one of the key needs identified by staff working in the various women's shelters in the North – the need to help reduce the feelings of isolation and helplessness workers can often experience when working in highly stressful circumstances in small, isolated communities. Pauktuutit's website resource enables workers to have a place where they can meet online, exchange information and take advantage of training opportunities and other resources available. Resources on the site include a blog where users can share information about current and best practices in women's shelters, information and links to funding sources, peer-support, etc. Overall, the initial reaction to the website has been very positive and it is anticipated that the continued development and updating of the website will become a useful tool and lend support to those workers who play such a critical role in helping Inuit women when they need it the most.

ADDRESSING THE NEEDS OF CHILD SEXUAL ABUSE SURVIVORS

Justice Canada has funded several Pauktuutit projects over the years dealing with the issue of child sexual abuse. Child sexual abuse education and prevention has been a priority for Pauktuutit since its very beginning, however resources for projects have been limited. In the early 1990s, Pauktuutit produced *No More Secrets: Acknowledging the Problem of Child Sexual Abuse in Inuit Communities* (Ottawa: 1991), a ground-breaking study which, at that time, indicated that sexual abuse of children was a widespread issue in Inuit communities. In approximately 2000, Pauktuutit published an inventory of supports and services in the communities for victims and survivors of child sexual abuse. This important work was followed by *The Hidden Face*. This powerful documentary focuses upon interviews with Naja, a Greenlandic Inuk survivor of child sexual abuse, her grandmother and a psychologist. The Danish/Greenlandic documentary was created as part of a training program for counselors and teachers, and comes with guidebooks for facilitators and participants. Pauktuutit had the documentary dubbed into a Nunavut dialect of Inuktitut with English subtitles. Pauktuutit printed 100 copies of the DVD, and will distribute these and the guidebooks to local services, schools and agencies for use in a facilitated discussion.

Pauktuutit is currently undertaking Phase II of the *Addressing the Needs of Child Sexual Abuse Survivors* project. This will adapt a second DVD that follows Naja as an adult, and the set of two DVDs and accompanying user manuals will be distributed for use by a range of front line workers, including teachers.

HEALTH

Maternal and Child Health

PRENATAL HEALTH RESOURCE DEVELOPMENT AND IMPLEMENTATION IN INUIT COMMUNITIES

Pauktuutit has produced a prenatal health resource video that was funded through the Aboriginal Health Transition Fund of the First Nations and Inuit Health Branch (FNIHB) of Health Canada. The Inuit-specific prenatal DVD was developed to meet the needs of Inuit women who had expressed a need for more information regarding prenatal health that was relevant to their culture, values and circumstances. On February 21, 2011, the national launch was conducted as a workshop during the Pauktuutit annual general meeting in Ottawa. The event was well received and members of the advisory committee overseeing the project were also able to participate in the launch. The DVD is now available in all Inuit regions and most communities. In addition, there was a second printing of the prenatal guide that accompanies the DVD.



At a focus group, one of the women participating was in tears, saying “This is in my own language. The tools are from, for and by the people. It includes the basic concept of community health, and includes real people.”



◀ Fetal Alcohol Spectrum Disorder (FASD)

FASD remains a priority concern in Inuit communities. Pauktuutit has responded to that need with *Katujjiqatigiitsuni Sannginiaq: Working Together to Understand FASD*. The objectives of *Katujjiqatigiitsuni Sannginiaq* for 2010-2011 included implementing the five-year strategic plan for FASD developed the previous year.

Advanced FASD training workshops were held in Inuvik, Northwest Territories and Iqaluit, Nunavut for early childhood educators and CPNP workers. These regional workshops were used as a venue to discuss the development of a community-centered approach to address FASD with participants. The workshops were also successful in recruiting communities to implement pilot testing of a community FASD workshop which utilizes a community mobilization and community development approach in order to maximize sustainability of the initiative. The communities chosen for the pilot workshops were Qikiqtarjuaq, Nunavut and Tuktoyaktuk, Northwest Territories.

Pauktuutit partnered with the Government of Nunavut and the community of Kimmirut to work on a community action plan for FASD. A community action plan was also developed for Tuktoyaktuk and a community workshop was planned for Cape Dorset, Nunavut in 2011-2012. The goal of the project is to visit at least two communities in each region per year.

Following the workshops, Pauktuutit took the opportunity to continue to build upon the regional¹ and community partnerships to ensure follow-up and community mobilization after the workshops are completed. Pauktuutit also continued to work with a number of national partners on the FASD file including participating as a member of the Inuit Early Childhood Development Working Group (IECDWG) coordinated by ITK. The IECDWG provides input into the development and implementation of components of the federal early childhood development strategy.

Midwifery

Due to a lack of funding, work on the midwifery project was not possible during 2010-2011. However there was optimism that the project would be approved and funded in 2011-2012. Pauktuutit continued its work on the national advisory committee and workshop planning was still being undertaken.

1. Regional partners include Nunatsiavut Regional Health and Social Services, the Nunavik Regional Board of Health and Social Services, the Government of Nunavut, and the Inuvialuit Regional Corporation.

SEXUAL HEALTH

Pauktuutit became actively involved in addressing HIV/AIDS in 1995 in response to the growing concern over this serious medical issue within the Inuit community. Since then, Pauktuutit has expanded its approach to incorporate all aspects of sexual health, including but not limited to prevention and awareness of HIV/AIDS as well as the need for appropriate care, treatment and support of those infected and affected by this disease. As with many other facets of Inuit health, sexual health must be approached holistically. For example, related factors such as the lack of condom use (as indicated by very high Inuit birth rates) also contribute to the spread of sexually transmitted infections (STIs) such as gonorrhoea, chlamydia and HIV.

During 2010-2011 Pauktuutit's work in the area of sexual health focused upon providing front-line community workers with the knowledge and skills they require in order to:

1. deliver an Inuit-specific school sexual health program; and
2. be active participants in community based research on sexual health matters.

Under the direction of the Canadian Inuit HIV/AIDS Network (CIHAN) and following the direction of the *Five-Year Inuit Sexual Health Strategic Plan*, Pauktuutit partnered with the Nunavik Regional Board of Health and Social Services to facilitate a train-the-trainer session on the Inuulitsivik Health Centre's STBBI Prevention and Birth-Control Promotion tool kit that is being used in Nunavik schools to promote sexual health. The program is called *Pigialaurnak Isumatsiarit – Think Before You Start*. ▶▶

Twelve participants attended the session and reviewed the content of the program. Also in attendance were three representatives from Canadian Aboriginal AIDS Network (CAAN) who are working on a national toolkit project. The response from the participants was very positive and they were able to provide a number of solid recommendations concerning ways in which the program could be better adapted to meet the specific needs of Inuit including having additional modules on self-esteem and health relationships. A community/school sexual tool kit had been assembled and distributed to all regions.



Injury Prevention

Injuries continue to exact a serious toll on Inuit communities. In 2008, Pauktuutit formed an advisory committee to guide the development of an injury prevention project charged with finding ways to reduce injury among Inuit. The project had three primary objectives:

In 2008, Pauktuutit formed an advisory committee to guide the development of an injury prevention project charged with finding ways to reduce injury among Inuit.

1. Promote and support community mobilization regarding injury prevention by working in collaboration with FNIHB to implement *Journey to the Teachings* (JTT). This resource was developed to assist practitioners and Aboriginal communities to discuss the problem of injury in ways that are culturally meaningful;
2. Network, collaborate and exchange best practices with stakeholders and community leaders on Inuit-specific injury prevention initiatives, for the development and adoption of community-based solutions to injury prevention and awareness; and
3. Increase knowledge and understanding of safety and prevention of common injuries among Inuit children by completing a chapter of "*Piarnut For Our Children: Quality practices for Inuit Day Care Centers and Inuit Head Start Programs on injury prevention.*"

Working closely with the advisory committee, eight communities were selected for engagement for *Journey to the Teachings* site visits. The communities included: Tuktoyaktuk and Sachs Harbour (Inuvialuit Settlement Region); Makkovik and Postville (Nunatsiavut); Pangnirtung and Clyde River (Nunavut); and Inukjuak and Quataq (Nunavik).

In addition, Pauktuutit and ITK co-presented on the *Inuit Perspective on Injury Prevention* at the Aboriginal Injury Prevention Forum in Moncton, New Brunswick on January 26-27, 2011.

During the year, Pauktuutit also networked and collaborated with various stakeholders on Inuit-specific injury prevention initiatives for the development and adoption of community-based solutions to injury prevention and awareness. Pauktuutit worked with the Government of Nunavut to increase capacity at both a regional and community level to train facilitators to deliver the JTT training in Nunavut communities.

Early Childhood Development

The well being of children is one of the key focuses of Pauktuutit's work. The link between quality early childhood programming and improved outcomes for children in all areas of development, learning and behaviour is finally becoming fully recognized. Pauktuutit knows well that early childhood education programs in Inuit communities must be inclusive, excellent and distinct from those in the rest of Canada. Culture, language, kinship, and community are paramount in the design and delivery of practical, relevant and successful programming for young Inuit children.

Over the past year Pauktuutit was involved in a number of activities related to ECD. These included participating as a member of the Inuit Early Childhood Development Working Group (IECDWG) coordinated by ITK. The mandate of the IECDWG is to provide input into the development and

implementation of components of the federal ECD strategy. The IECDWG is comprised of individuals representing ECD activities from the four Inuit land claim regions as well as ITK. Pauktuutit acts as a resource for this group and participates in activities of mutual benefit to Inuit within the mandate of all organizations; Pauktuutit participated in monthly teleconferences and attended the IECDWG face-to-face meeting November 9-10, 2010 in Winnipeg and March 3, 2011 in Vancouver.

During the last half of the fiscal year the Pauktuutit ECD team visited five communities to obtain input on the promising practices that are happening in Inuit communities regarding injury prevention in ECE settings. The five communities visited included: Postville and Makkovik (Nunatsiavut); Quataq and Inukjuak (Nunavik); Clyde River and Pangnirtung (Nunavut); Sachs Harbour and Inuvik (Inuvialuit Settlement Region); and Kuujjuaq (Nunavik).

Pauktuutit also facilitated a face-to-face meeting with the IECDWG and the Injury Prevention Working Group in Vancouver to finalize a chapter on injury prevention for *Piarnut - For Our Children: Quality Practices in Inuit Early Childhood Education*. Translated into two Inuktitut dialects, this resource has been printed and is being disseminated to the communities. »



SOCIO-ECONOMIC DEVELOPMENT

Economic Development

Pauktuutit has long identified economic self-sufficiency as a key tool in enabling Inuit women to improve their lives and the lives of their families. A key element of Pauktuutit's efforts to address this issue has been the development of the *Inuit Women in Business (IWB)* strategy that builds upon the strengths of Inuit women and their communities. IWB is an important element of Pauktuutit's comprehensive strategy to enable more Inuit women to become self-employed and thus increase economic self-sufficiency for themselves and their families. »



The *IWB* project developed workshops to help direct and empower women to develop the skills, knowledge and confidence to start their own small businesses. Workshop topics cover a wide range of information regarding where and how business ideas come about, personal skills and aptitude assessment, business planning, basic financial skills, support resources, etc. The companion *Train-the-Trainer Workshop* provides Community Economic Development Officers and other participants with the skills necessary to:

- Deliver the *IWB* workshop;
- Manage a workshop process;

- Manage a workshop group and individuals in that group;
- Identify suitable techniques to use and assess their effectiveness; and
- Share the information with their community members, family and friends.

Pauktuutit has received funding from the Canadian Women's Foundation to enable the continued delivery of the IWB workshops to communities across the Arctic. This funding will enable Pauktuutit to revise and improve the workshop materials to ensure the material is current and that the suggestions from past participants are incorporated into the workshop materials. In the third year of the project, Pauktuutit will deliver a train-the-trainer workshop to community economic development organizations to further enhance the development of capacity at the regional and community level and further enable Inuit women to gain access to the resources and support they need to help establish small businesses.

INUIT WOMEN IN BUSINESS NETWORK (IWBN) (2011-2013)

One of the key needs identified by participants in the Inuit Women in Business (IWB) workshop series was the need to develop a support system and ongoing professional development tools and mentoring opportunities to help Inuit women establish or grow their own businesses. While there is a range of business support services available across all the Inuit regions, there are very few that have been specifically designed to meet the unique needs of Inuit women in remote communities. A primary need identified by participants was the need to establish a support network for women interested in starting businesses to connect with more experienced and knowledgeable business women. To this end, Pauktuutit conducted a preliminary needs assessment that identified financial literacy and peer/mentor support were the two major challenges for Inuit women entrepreneurs who were considering starting their own businesses.

A subsequent proposal for establishing a network and resources was submitted to Aboriginal Affairs and Northern Development Canada (AANDC) and was accepted in late 2010. The project has been supported through community consultations with several Inuit business women in Iqaluit and the support from The Honourable Rona Ambrose, Minister Responsible for the Status of Women. In addition to establishing a network, the project will also develop a number of plain language resources on specific resources and topics that will be identified by the participants.

In addition to these projects, Pauktuutit continues to promote the need to strengthen the support to Inuit women in business. In the past year, the Pauktuutit President and



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Executive Director have participated in regular meetings and teleconferences of the National Economic Development Committee for Inuit Nunangat (NEDCIN). The unique issues raised by Pauktuutit have included the need to develop social and human capital as a key component of sustainable economic development in Inuit communities as well as exploring the development of civil society as a way to contribute to the local economy and potentially provide additional services in the communities. This has been incorporated in discussion papers and the Inuit Business Case that was submitted to AANDC officials. Pauktuutit will continue to expand on these issues through the implementation of NEDCIN's research agenda for the next fiscal year.

Pauktuutit will also be attending the much anticipated Northern Lights Business and Cultural Showcase to be held in Ottawa in February 2012. The event represents a prime opportunity for Pauktuutit to extend its network and to get its message out to a vast new group of businesses, organizations and government agencies interested in the North.

No matter the degree of its success, Pauktuutit never forgets that its success is the success of all Inuit women.

INUIT WOMEN AND SELF-GOVERNMENT

Inuit have pursued their dream of self-government through a number of ways ranging from establishing actual self-government in Nunatsiavut to enhanced autonomy through public government with a large Inuit majority as in Nunavut.

Since its inception, Pauktuutit has identified promoting Inuit women's equality, both within Inuit society and the broader Canadian society, as a priority. Over the past year, Pauktuutit has taken steps to give Inuit women a clearer voice on the issue of self-government by developing an electronic template and initial website for the distribution of a bi-annual newsletter on self-government and Inuit women, called *Arnait Tuningit or Women's Footprints*. Two issues have been released so far: Summer and Fall 2010/11. These issues provide in-depth backgrounder articles about the political landscape of Inuit Nunangat. They include information about specific land claims settlement regions and Inuit-specific organizations, like Pauktuutit, and their respective roles within this political landscape. Furthermore, a distribution list has been developed and interest has been growing. This is anticipated to increase through the newly developed web-based subscription page associated with the newsletter. Feedback from recipients will be received on-line and help direct the style and content of subsequent newsletters. Pauktuutit hopes to continue writing the newsletter and to expand on the degree of interactivity of the website and allow for its translation into Inuktitut.

REPORT FROM THE 27TH ANNUAL GENERAL MEETING

“The AGM provides the best opportunity for women to get together, have a good chat, and talk about the things that are really impacting us and our communities. We don’t get the same opportunity in our communities or our regions.”

AGM participant.

Pauktuutit’s 27th Annual General Meeting (AGM) was held February 22-24, 2011, in Ottawa. Every effort is made to hold the AGMs in the North but this is not always possible for financial reasons. The AGM continued a long history of bringing together Inuit women from across Canada to meet each other, renew old friendships, exchange information and provide important direction to the organization for the next year. The AGMs also provide a unique and essential opportunity for government and non-government agencies to consult with Inuit women in a single event.

Highlights of this year’s AGM included the election of Board members for North Qikiqtani, Yellowknife, the Western Arctic (Inuvialuit), Kitikmeot, one urban seat and two youth representatives. The election of new Board members for these areas reflects the changes adopted by Pauktuutit to better represent Inuit women across Canada and to stagger the terms of Board members to ensure that there is both continuity and new energy brought in at each election.

An AGM event that has proven to be very popular with delegates is the announcement of the winner of the Inuit Woman of the Year Award. The award is given each year to an exceptional Inuk woman in recognition of her outstanding contribution to her community and to Inuit women. This year Pauktuutit’s Woman of the Year Award was bestowed upon Charlotte Wolfrey for her long-time dedication to helping Inuit women in the Nunat-siavut region. Many readers will know Charlotte from her past participation on Pauktuutit’s Board and project working committees.

Special Guests

Every year special guests are invited to address the delegates both to inform the participants about various issues and developments of importance, and to maintain and build bridges between people and organizations. This year’s special guests in attendance, in order of appearance, included:

- The Honourable Bill Rompkey, Senator - Newfoundland and Labrador
- Ms. Mary Simon, President, Inuit Tapiriit Kanatami (ITK)
- Donna Adams, President, Qullit Nunavut Status of Women Council
- Mr. Pita Aatami, President, Makivik Corporation
- Okalik Eegeesiak, President, Qikiqtani Inuit Association (QIA)
- Ms. Minnie Eetidloie, Nunavik Inuit Women’s Association
- Ms. Theresa Dolly Simon, Status of Women, Northwest Territories
- Ms. Viola Thomas, Truth and Reconciliation Commission

Presentations and Workshops

PRESENTATION: MAKING OUR SHELTERS STRONG – AN INTERNET-BASED INUIT WOMEN'S SHELTER RESOURCE SITE

Ms. Sandra Tucker, Manager, Abuse Prevention Policy and Programs, provided an overview of a website Pauktuutit was developing that would help connect Inuit women's shelters across the North and enable them to share and access important information and resources. Staff from these shelters provided direction and feedback into the development of website which would enhance the ability of staff to support each other through one-on-one peer support and access important training resources. A blog resource would also be utilized to help keep information sharing on current and best practices active and up-to-date. The website was anticipated to be operational and available by the end of February 2011. There was considerable interest and support for the project from the participants.

IDENTIFYING THE NEEDS AND PRIORITIES OF INUIT VICTIMS OF CRIME: A NATIONAL INUIT WOMEN'S CONSULTATION

AGM delegates participated in two workshops over the course of the AGM. The first workshop was entitled "Identifying the Needs and Priorities of Inuit Victims of Crime: A National Inuit Women's Consultation." Workshop participants were addressed by Ms. Sue O'Sullivan, the federal Ombudsman for Victims of Crime about her mandate and the activities of her office, which include taking complaints regarding federal agencies and, working towards addressing these with the specific federal agency. Her office is also responsible for making recommendations to federal agencies and departments, to hold them accountable for promises they make regarding victims of crimes and to give victims of crime a voice. She added that she was looking forward to the input received from the Inuit women attending the AGM would have important insights into how to support Inuit victims of crime.

The participants were then asked to break into small groups and discuss the topic of "Identifying the Gaps in Information, Services and Programs Available for Inuit Victims of Crime." Their discussions and recommendations were recorded by Pauktuutit staff.

“The workshops at the AGMs provide opportunities for Inuit women to dig into issues at a level that is hard to achieve at the community or regional level. Bringing us together as a national organization really enables us to gain a new perspective on issues and highlights our ability to make positive changes.”

AGM participant.



PANEL PRESENTATION: MURDERED AND MISSING INUIT WOMEN

A presentation on murdered and missing Inuit women was provided by a panel of Inuit women. Panel members, including Pauktuutit President Elisapee Sheutiapik and Charlotte Wolfrey, discussed their personal and professional experiences with murdered and missing Inuit women. There followed some discussion among panel members and participants regarding various strategies and activities that can help the families of victims of violence to deal with their tragic losses and try and regain some level of normality and hope in their lives. The discussion was quite emotional at times and it was apparent that this issue affected virtually all Inuit communities. The underlying strength and openness of those suffering from losses was apparent and proved to be inspirational to the group. Participants identified a number of priorities and specific steps to help direct Pauktuutit's activities over the coming year.

PRESENTATION BY THE INDIAN RESIDENTIAL SCHOOLS ADJUDICATION SECRETARIAT

Mr. Barry Pottle, Ms. Virginia Meness, Ms. Donna Roberts and Ms. Andrea Chaliss from the Indian Residential Schools Adjudication Secretariat (IRSAS) gave a presentation on their work. IRSAS was responsible for the Independent Assessment Process (IAP) related to the Common Experience Payments (CEP) made to former students of the residential school system. To be eligible for the IAP, an individual must not have opted out of the government settlement and not previously taken any legal action. There was also a list of recognized schools that the former student would have had to attend and that student also would have had to experience serious physical or sexual abuse to be eligible. A free information package could be obtained by calling the IRSAS toll free number or could be downloaded at www.iap-pei.ca. A suggestion was made that Pauktuutit could assist the IRSAS by helping it to inform Inuit communities about the work the agency does. Due to time limitations, participants were encouraged to approach the IRSAS staff on a one-to-one basis if they wished.

Following the presentation, Sandy Tucker reviewed several communications tools that Pauktuutit had developed to support Inuit awareness and understanding of the CEP, IAP, the Indian Residential Schools Agreement, and various support resources that were available. Participants were then provided the opportunity to give their input and comments on them before they were distributed to the Inuit public by way of a newsletter insert with northern newspapers.

Elections

Due to the nature of Pauktuutit's Board structure, there are elections every year for some of the Board positions for specific regions. This year the following three Board members were acclaimed or elected to represent their regions:

- Geela Maniapik was acclaimed for South Baffin.
- Charlotte Wolfrey was elected to represent Nunatsiavut.
- Rebecca Kudloo was elected to represent Kivalliq.

2010/11 RESOLUTIONS

Each year, resolutions developed and approved at the AGM provide a 'to do' list for Pauktuutit to guide its work in the future. This year, delegates approved resolutions on the following topics. For a complete description of the resolutions, please visit www.pauktuutit.ca.

- 2010-01 **Engaging Youth in Violence and Abuse Prevention** resolved that Pauktuutit staff be directed to focus their efforts on engaging the youth in violence and abuse prevention.
- 2010-02 **Murdered and Missing Inuit Women and Girls** resolved that Pauktuutit staff address the issue of murdered and missing Inuit women and girls as part of its abuse and violence work. As a priority, Pauktuutit should obtain funding in order to compile statistics on the missing Inuit women for each region and urban centers.
- 2010-03 **Achieving Healthier Weights for Inuit Children and Youth** resolved that Pauktuutit staff seek funding to develop Inuit-specific community responses and approaches to prevent childhood obesity and Inuit-specific bilingual (Inuktitut and English) health promotion tools and resources for a range of stakeholders to improve the health literacy and health outcomes of Inuit children and youth in Canada.
- 2010-04 **Inuit Sexual Health Literacy** resolved that Pauktuutit move forward on the 2009/10 Inuit-specific five-year health strategic plan to address the issues of health disparities, cultural relevancy, health knowledge and resources in relation to sexual health and HIV. It was also resolved that Pauktuutit lobby health authorities to ensure that all communities have access to the necessary health services and programs.
- 2010-05 **Reducing Secondhand Smoke** resolved that that Pauktuutit obtain funding for the cultural adaptation and dissemination of the original Start Thinking About Reducing Secondhand Smoke material and resources.
- 2010-06 **Engagement in National Health Processes** resolved that Pauktuutit obtain funding for the creation of a staff position to support Pauktuutit's participation in a range of national committees and processes.
- 2010-07 **Midwifery** resolved that Pauktuutit obtain funding to support and assist in bringing birthing back to the communities to ensure that Inuit children could be born in their communities and mothers would not have to leave their families for childbirth.

- 2010-08 **Impacts of Resource Extraction Activities on the Social Determinants of Health** resolved that that Pauktuutit obtain funding to:
 1. Conduct qualitative research to inform a gender-based analysis of the impacts of resource extraction on the social determinants of Inuit women's health through the participation of youth and elders to identify the social, cultural and sexual health implications of resource extraction activities;
 2. Raise awareness among northern communities, governments and resource extraction industries of the human, social and health impacts and costs of these activities; and
 3. Empower women, girls, men, boys and elders to stop and/or prevent the sexual commodification of local residents adjacent to mining.

- 2010-09 **Inuit Women in Business Network** resolved that that Pauktuutit obtain funding to develop a network of Inuit business women to enable those with invaluable experience and insight to share their knowledge with those interested in starting a business and also those who were in the early stages of operating a business.

- 2010-10 **Anti-Racism** resolved that Pauktuutit staff focus their efforts on partnering with Inuit organizations to increase awareness on the effects of racism and to obtain funding to conduct the research necessary to create a code of ethics in Inuit communities in order to eliminate ongoing racism.

- 2010-11 **Climate Change and Food Security** resolved that Pauktuutit staff focus their efforts on partnering with Inuit organizations and communities to increase awareness on the impacts of climate change on food security and the retention of traditional knowledge regarding country foods.

- 2010-12 **Communications** resolved that Pauktuutit obtain funding to hire a full-time communications officer to ensure that board members, Inuit communities and all Inuit women be informed of the advancement of Pauktuutit's activities and its products.

- 2010-13 **Conserving Language** resolved that Pauktuutit obtain funding to promote Inuit traditional knowledge within the increasingly young demographic and work with other organizations to advocate for the inclusion of culture and traditional knowledge into daycare centers and school curriculums throughout the region and to promote Inuktitut language at home, on the radio and on television shows.

- 2010-14 **Housing and Hidden Homelessness** resolved that Pauktuutit staff will direct their efforts on partnering with Inuit communities and non-governmental organizations to lobby the federal government to make social housing a national priority.
- 2010-AGM-15 **Healing** resolved that Pauktuutit staff direct their efforts to develop an Inuit-specific healing strategy through an environmental scan of existing resources; identifying the gaps; and develop recommendations for the implementation of the strategy. It was also resolved that Pauktuutit seek funding for the development and implementation of the Inuit-specific healing strategy.

FUNDERS

Each year, Pauktuutit relies on a wide range of funding agencies to help support the important work it carries out. These agencies vary from various federal departments to private foundations. While the degree of support may differ between our funders, they all contribute to improvement in the lives of Inuit women and their communities, and for this, Pauktuutit extends its sincere appreciation. Funders and supporters of this year's many activities include:

- Aboriginal Affairs and Northern Development Canada
- Canadian Heritage (Headquarters)
- Canadian Heritage (Aboriginal Women's Program)
- Canadian North
- Canadian Women's Foundation
- First Air
- First Nations and Inuit Health Branch, Health Canada
- Government of Nunavut
- Justice Canada
- Aboriginal Affairs and Northern Development Canada (Nunavut Region)
- Indian and Residential Schools Resolution Canada
- Inuit Tapiriit Kanatami
- Inuvialuit Regional Corporation
- Makivik Corporation
- Nunatsiavut Government
- Nunavut Tunngavik, Inc.
- Status of Women Canada
- Government of Nunavut (Victims Assistance Fund)

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“
While slower economic growth is rarely good news for Inuit, there are reasons for optimism as some key sectors such as mining, oil and gas, commercial fishing and major infrastructure construction continue to grow and provide important opportunities for Inuit.”

*Elisapee Sheutiapik
President*

PHOTO: Nick Newbery

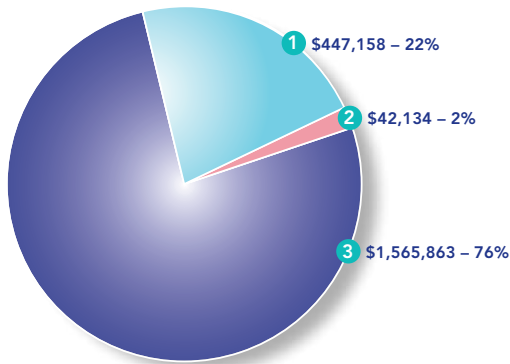
FINANCIALS



FINANCIAL REPORT – REVENUES AND EXPENSES 2010–2011

Revenues

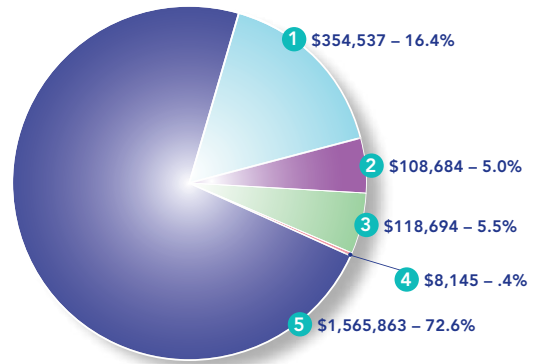
Where the Money Comes From



- 1 Aboriginal Affairs and Northern Development Canada (Core)
- 2 Other (Core)
- 3 Special Projects Funding

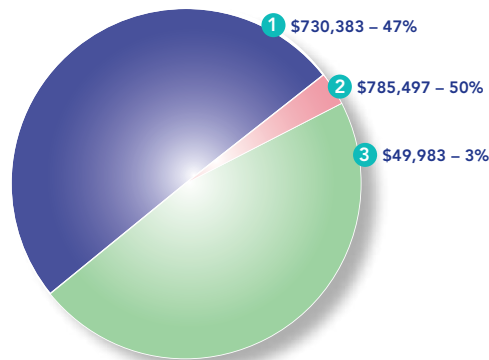
Expenses

Where the Money Goes



- 1 Administration (salaries/rent/office exp/equip rental)
- 2 Policy & Program Development
- 3 Board Meetings/AGM
- 4 Amortization of Capital Assets
- 5 Special Projects

Consolidated Categories of Special Projects



- 1 Abuse & Residential School Projects
- 2 Health Policy & Program Projects
- 3 Socio-Economic & Self Government Projects

Abuse Prevention Projects

• Making Our Shelters Strong Web Based Portal training	\$	50,000
• Making Our Shelters Strong-Inuvik		39,838
• Gov NU-Web portal training		25,000
• Elder Abuse Awareness		50,000
• Siv-Indian residential School Settlement-Natl Inuit Consultation		35,000
• Siv-Natl Inuit Residential Schools Healing Strategy		200,000
• Addressing the Needs of CSA Survivors		54,841
• Identifying the Needs of Child Sexual Abuse Survivors		108,239
• Women Taking the Lead in Family Violence and Abuse Prevention		167,465
9 ABUSE PROJECTS ▶		\$ 730,383

Health Policy and Program Projects

• Injury Prevention Awareness Training	\$	181,748
• Fetal Alcohol Spectrum Disorder		152,488
• Inuit Health Sexual Health & Research		93,489
• Early Childhood Development Program		72,379
• Prenatal Resource, Development and Implementation in Inuit Communities		285,393
5 HEALTH POLICY & PROGRAM DEVELOPMENT PROJECTS ▶		\$ 785,497

Socio-Economic/Special Projects

• Self Govt Initiative-Enewsletter	\$	39,983
• Building an Inuit Women's Network, Needs Assessment		10,000
2 SOCIO-ECONOMIC PROJECTS ▶		\$ 49,983

Consolidated Categories of Special Projects

1. Abuse & Residential School Projects	\$	730,383
2. Health Policy & Program Projects	\$	785,497
3. Socio-Economic & Self Government Projects	\$	49,983
		\$ 1,565,863

Consolidated Financial Position

As of March 31, 2011, with comparative figures for 2010

ASSETS	2011	2010
Cash and other working capital	1,205,007	1,362,969
Capital & Other Assets	35,331	26,851
Total Assets	1,240,338	1,389,820
LIABILITIES AND NET ASSETS		
Accounts Payable and Accrued Liabilities	641,265	655,045
Deferred Revenue	276,588	441,490
	917,853	1,096,535
Leasehold Inducements	33,033	2,755
Net Assets:		
Unrestricted	245,285	263,679
Invested in capital assets	35,167	26,851
	289,452	290,530
Total Liabilities and Net Assets	1,240,338	1,389,820

Consolidated Statement of Operations – Core Funding

Year ended March 31, 2011, with comparative figures for 2010

REVENUES	2011	2010
Core Funding	447,158	440,000
Other	42,134	28,654
Total Revenue	489,292	468,654
EXPENSES		
Administration	354,537	427,375
Policy & Program Development	108,684	101,965
Board Meetings/AGM	118,694	11,906
Amortization of Capital Assets	8,145	9,363
Total Expenses	590,060	550,609
Deficiency of Revenue over Expenses – Core Funding	(100,768)	(81,955)
Project Recoveries	99,690	83,976
Excess (Deficiency) of Revenue over Expenses	(1,078)	2,021

Consolidated Statement of Operations – Special Project Funds

Year ended March 31, 2011, with comparative figures for 2010

REVENUE	2011	2010
Deferred Revenue, Beginning of Year	413,634	232,239
Contributions	1,453,246	1,646,998
Less: Payable to funding agencies	(72,759)	(108,207)
Deferred Revenue, End of Year	(228,258)	(413,634)
Total Revenue	1,565,863	1,357,396
EXPENSES		
Consolidated expenses	1,565,863	1,357,396
Total Expenses	1,565,863	1,357,396
Excess (Deficiency) of Revenue over Expenses	—	—