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PAUKTUUTIT
INUIT WOMEN OF CANADA

SULIQPITA

News from Pauktuutit Inuit Women of Canada



Board members and delegates at the 2023-2024 Annual General Meeting held in October 2024 in Ottawa, Ontario.
Back row, left - right: Crystal Allen, Vanessa 'Sissy' Webb, Kourtney Wolkie, Taylor DeVos, Anita Pokiak, Laisa Audluluk-Watsko, Nancy Uluadluak-Gibbons, Alexa Keleutak, Paige Kimiksana-Kreps,
Front row, left - right: Josephine Tucktoo, Martha Flaherty, Charlotte Wolfrey, Nancy Etok, Looee Mike, and Sarah Idlout.



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Message from the Chair of the Board: Nancy Etok

Ullukkut,

I am honoured and excited to be nominated as Chair of the Board of Directors at Pauktuutit Inuit Women of Canada. Serving in this role is so meaningful to me, and I am grateful for the trust that's been placed in me to continue this important work.

One of the highlights of the past year has been the opportunity to build strong partnerships with other Indigenous leaders. Being part of the Canadian delegation at the Sixth Convening of the Trilateral Working Group on Violence Against Indigenous Women and Girls in Mexico was especially meaningful. Working alongside leaders from across North America, all committed to ending violence and advocating for our women, girls, and gender-diverse people, is truly inspiring.



Nancy Etok with representatives from Canada, the United States, and Mexico at the Sixth Convening of the Trilateral Working Group on Violence Against Indigenous Women and Girls in Mexico

Our Annual General Meeting was another incredible moment—bringing together an amazing board of strong, dedicated Inuit women, all working towards our shared vision. Every one of these women brings something special to the table, and I am so proud of the work we've done and the progress we've made together.



Nancy Etok with Pauktuutit Board of Directors at the Annual General Meeting in October 2024

I am also thrilled about the recent release of our new strategic plan, which marks an exciting chapter for Pauktuutit. This plan renews our focus on advocacy at a national level, where we can make a broad and lasting impact for Inuit women, children, and gender-diverse people. With many community-based organizations now well-positioned to address the specific needs within their communities, Pauktuutit can concentrate on advancing policies, securing support, and championing issues that affect Inuit across Canada. Our aim is to amplify their voices and work alongside them, ensuring they have the support they need at every level.

Now, it's time to roll up my sleeves and get back to work for our cause. There is much to do, but with your continued support and the incredible strength of our board, I know we will make lasting change.

Nakurmiik,

Nancy Etok
Chair

Pauktuutit Inuit Women of Canada

// Our Annual General Meeting was a powerful gathering of strong, dedicated Inuit women—each bringing unique strengths to our shared vision. I am immensely proud of our collective work and the progress we've made together. //

Nancy Etok - Chair of the board , Pauktuutit



Congratulations to Nancy Etok on Receiving the King Charles III Coronation Medal!



We are thrilled to celebrate Pauktuutit's Chair of the Board, Nancy Etok, who was recently awarded the King Charles III Coronation Medal by Her Excellency Mary Simon, the Governor General of Canada. Nancy was recognized for her unwavering dedication to educating and empowering Inuit youth, as well as her transformative work in fostering resilience and strength among Inuit women.

When speaking to the board, Nancy humbly stated, "This award does not belong to me—it belongs to Pauktuutit and to all Inuit women who have fought and advocated for a better future. I could not achieve this on my own, but as a team and a collective, we can do anything." Her words reflect the spirit of collaboration and community that drives Pauktuutit's mission.

Pauktuutit's board and staff members were honoured to be present at this incredible moment at Rideau Hall, celebrating Nancy's achievements and the collective strength of Inuit women. We extend our heartfelt congratulations to Nancy and look forward to continuing our journey together, advocating for a brighter future for all Inuit.



Government and Community Relations

Pauktuutit maintains strong relationships with government entities and Inuit communities, advocating for the rights and empowerment of Inuit women, children, and gender-diverse individuals. We shape policies that reflect our communities’ needs and preserve our cultural heritage through proactive government engagement. Our advocacy is informed by lived experiences, aiming to create positive change and address the unique challenges faced by Inuit.

Forum of Federal-Provincial-Territorial (FPT) Ministers responsible for the Status of Women

In July, Board Interim Secretary-Treasurer Paige Kimiksana-Kreps and Executive Director Rosemary Cooper attended the Forum of Federal-Provincial-Territorial (FPT) Ministers responsible for the Status of Women in Winnipeg. They joined National Indigenous Leaders and Representatives to discuss key issues, share strategies, and reinforced our collective commitment to advancing gender equality across Canada.



Secretary-Treasurer Paige Kimiksana-Kreps, Executive Director Rosemary Cooper, and Minister for Women, Gender Equality, and Youth Marcia Len

Trilateral Working Group on Violence Against Indigenous Women and Girls

In September, President Nancy Etok represented Pauktuutit Inuit Women of Canada as part of the Canadian delegation at the Sixth Convening of the Trilateral Working Group on Violence against Indigenous Women and Girls in Mexico. This two-day event included Indigenous women and government working groups, where key discussions focused on self-determination for Indigenous women, girls, and gender-diverse people in Canada, the USA, and Mexico.

Participants also highlighted advocacy efforts by Indigenous Mexicans to amend the constitution to protect the rights of Indigenous and Afro-Mexican peoples. Opening remarks were delivered by

Canadian Minister of Crown-Indigenous Relations Gary Anandasangaree, Mexico’s Alicia Bárcena Ibarra from the Ministry of Foreign Affairs, Adelfo Regino, Head of the National Institute for Indigenous Peoples, and representatives from the United States.



Members of the Canadian delegation in Mexico at the Sixth Convening of the Trilateral Working Group on Violence against Indigenous Women and Girls

Annual General Meeting of Inuit Tapiriit Kanatami (ITK)

Interim President Nancy Etok joined ITK President Natan Obed and leaders of Inuit Land Claim Organizations virtually for the AGM in Inuvik on September 18. Interim Secretary-Treasurer Paige Kimiksana-Kreps, originally from Tuktoyaktuk, attended in person. Pauktuutit welcomed the opportunity to collaborate and strengthen partnerships in pursuit of our shared goals.



Secretary-Treasurer Paige Kimiksana-Kreps with Duane Smith and members of Inuvialuit Regional Corporation



Inuit Circumpolar Council Canada Annual General Meeting

Interim Secretary-Treasurer Paige Kimiksana-Kreps attended the Inuit Circumpolar Council Canada AGM in Inuvik on September 19. We extended our thanks to President Lisa Koperqualuk for offering Paige a seat at the table on behalf of Interim President Nancy Etok.



Secretary-Treasurer Paige Kimiksana-Kreps with ICC Canada President Lisa Koperqualuk

Red Amautiit Project Featured at Ilagiit/Relatives Exhibition

Our Red Amautiit project, honouring Missing and Murdered Inuit Women, Girls, and Gender-Diverse People, was featured in Ilagiit/Relatives at Concordia University's FOFA Gallery from September 30 to December 6, 2024. Curated by Heather Igloliorte and Taqralik Partridge in collaboration with Inuit Futures, the exhibition explores Inuit kinship, community, and responsibility through contemporary art.

<https://www.concordia.ca/finearts/about/galleries-venues/fofa-gallery/exhibitions/2024/ilagiit-relatives.html>



Pauktuutit's Red Amautiit featured at Ilagiit/Relatives Exhibition. Photo credit Laurence Poirier



AGM 2023-2024

Annual General Meeting Recap: Celebrating Progress and Setting Future Priorities

On October 8-9, 2024, Pauktuutit Inuit Women of Canada held its Annual General Meeting (AGM) at the Hilton Garden Inn in Ottawa. Board members and delegates from across Inuit Nunangat and urban regions came together to reflect on the past year's achievements and future plans.



New Federal Support for Leadership Development

During the AGM, the Honourable Gary Anandasangaree, Minister of Crown-Indigenous Relations, announced \$510,000 in federal funding to support capacity-building sessions. This funding will enhance the advocacy skills of Pauktuutit's leadership, empowering them to better serve Inuit women and gender-diverse individuals.



Strengthening Partnerships

Natan Obed, President of Inuit Tapiriit Kanatami (ITK), joined the meeting, emphasizing the growing collaboration between Pauktuutit and ITK as they continue their shared commitment to improving the lives of Inuit women and families across Canada.

Board Elections and New Leadership

In addition to the regular business proceedings, board elections were conducted to fill vacant positions. The new board announcements can be found here: www.pauktuutit.ca/about-us/board-of-directors/.

Strategic Plan and Annual Report

Pauktuutit introduced its new five-year Strategic Plan, outlining key priorities and goals to continue advocating for Inuit women, girls, and gender-diverse Inuit. The release of the Annual Report 2023-2024 highlighted the organization's major achievements and progress over the past year.



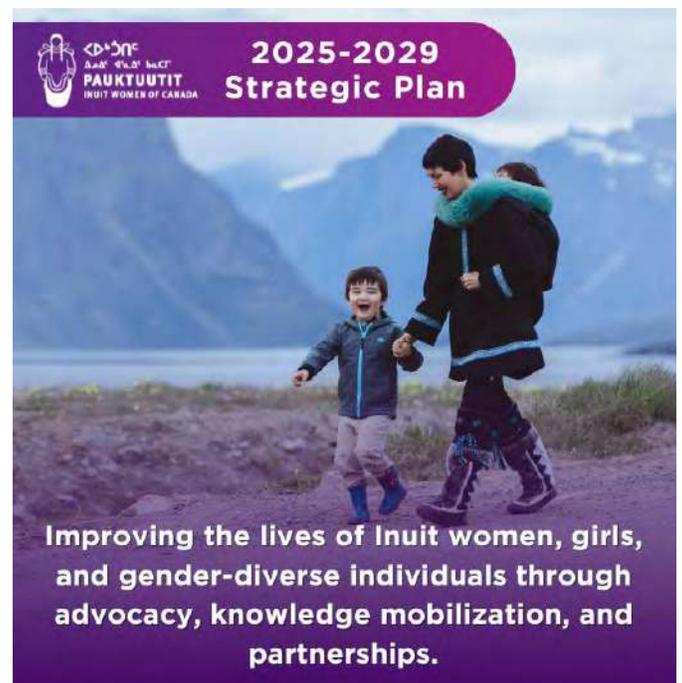
Strategic Plan

Pauktuutit Inuit Women of Canada Launches 2025-2029 Strategic Plan Focused on Advocacy

We are excited to announce the release of our 2025-2029 Strategic Plan. For over 40 years, we have worked tirelessly to improve the social, cultural, and economic wellbeing of Inuit women, girls, and gender-diverse Inuit. Our new strategic plan builds on this strong foundation, charting a clear path forward advocating for systemic changes that will address the unique needs of our communities at multi-jurisdictional levels.

The 2025-2029 Strategic Plan focuses on six key priorities:

- Increase our impact and accountability to Inuit women, girls, and gender-diverse Inuit by aligning all work around focused policy advocacy priorities.
- Be a national leader in mobilizing Inuit women, girls, and gender-diverse Inuit knowledge and improving data about their lives.
- Embody Piruqsaijiit/ᐱᐸᓂᓴᐱᐃᐱᐅᐅ with a focus on developing and empowering the next generation of Inuit women, girls, and gender-diverse leaders.
- Strengthen partnerships to build collective capacity and advance shared priorities.
- Actively promote, pursue and secure the human and legal rights of Inuit women, girls and gender-diverse Inuit.
- Diversify and align funding around strategic priorities to increase our impact.



As we look to the future, these six priorities will guide our efforts to increase impact, amplify our national leadership, and secure the rights and wellbeing of Inuit women and their families. We invite you to learn more and read the full Strategic Plan in both English and Inuktitut [here](https://pauktuutit.ca/project/strategic-plan).

Together, we will continue driving meaningful change for Inuit women, girls, and gender-diverse Inuit across Canada: <https://pauktuutit.ca/project/strategic-plan>



Our updated strategic plan outlines our path to creating a strong voice for advocacy that distinctly acknowledges the unique needs of women and gender-diverse Inuit. With priorities grounded in Inuit Qaujimajatuqangit (IQ) principles, it reflects our deep commitment to addressing the evolving challenges of our communities. //



Policy Agenda

Strategic Policy Areas - A Clear Focus for Lasting Impact

We are pleased to announce the introduction of our new strategic policy areas, which will guide our advocacy and initiatives to improve the lives of Inuit women, children, and gender-diverse peoples. These policy areas clarify what we will focus on moving forward and what falls outside of our scope, ensuring that we stay true to our mission and make a measurable impact.

Aligned with our strategic plan, these policy areas offer a clear path forward, defining the specific issues we will focus on to create lasting change. Our approach is informed by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), with Gender-Based Analysis Plus (GBA+) and Inuit Qaujimajatuqangit (IQ) woven throughout our work. GBA+ strengthens our decolonizing and anti-colonial perspectives, while IQ principles guide all our initiatives.

- **Health:** We will continue to advocate against anti-Indigenous racism in the healthcare system, including addressing coerced sterilization and medical violence. Our efforts also focus on reviving Inuit midwifery and improving access to medical services, ensuring that Inuit women can receive culturally informed care.
- **Social and Economic Development:** We are fighting economic exclusion by supporting guaranteed basic income initiatives and increasing leadership opportunities for Inuit women. Additionally, we are focused on food sovereignty and reducing living costs, especially for Inuit women and children.
- **Violence, Abuse Prevention, and Justice:** Our ongoing work on Missing and Murdered Indigenous Women and Girls (MMIWG) includes research, data collection, and addressing justice system failings, including police misconduct and the over-incarceration of Inuit individuals.
- **Housing:** Safe, affordable housing remains a critical need for Inuit women. We are advocating for access to shelters and transitional housing, particularly for women experiencing intimate partner violence, custody release, or medical recovery, with comprehensive support services.

These strategic priorities define our future actions and ensure that our resources are allocated where they can make the most impact. By narrowing our focus to these key areas, we are better equipped to create lasting change in the lives of Inuit women, children, and gender-diverse peoples across Canada.

Together, we move forward with a clear vision and commitment to action.

Strategic Policy Areas

Health

- Addressing Anti-Indigenous Racism in Healthcare
- Access to medical services (including midwifery)

Social and Economic Development

- Economic exclusion
- Food sovereignty for Inuit women and children

Violence, Abuse Prevention and Justice

- MMIWG - IPV and Child Welfare
- Justice
- Police misconduct

Housing

- Access to safe affordable housing
- Shelters and transitional housing



Pauktuutit Portfolios

Health

National Inuit Midwifery Framework

The development of Pauktuutit’s National Inuit Midwifery Framework is underway, marking a crucial step towards strengthening and supporting Inuit midwifery services across Inuit Nunangat. The framework aims to promote Inuit-led midwifery service delivery, providing a structure to support, strengthen, and guide its future development.

Significant progress has already been made in research and data collection, which will inform the foundation of the framework and shape future recommendations. Additionally, a steering committee is being formed, comprising representatives from various health departments and midwifery regulatory bodies. In the coming month, we will finalize the Terms of Reference, which will outline the scope and direction of the committee’s work.



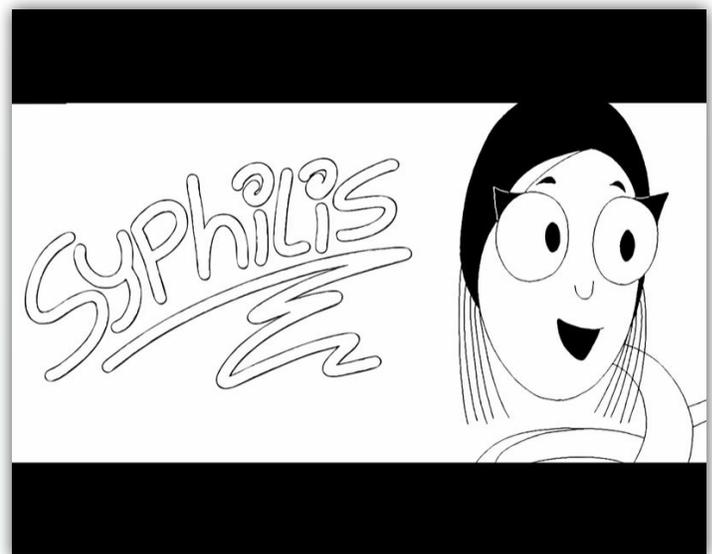
The Inuit Sexual Health Network

In November, the Inuit Sexual Health Network will gather in-person to provide a comprehensive update on the engagements conducted over the past year regarding sexual and reproductive health. Building on strategic conversations from the 2022 gathering, this event will continue the momentum from recent community engagements across Inuit regions. Targeted outreach efforts enhance Inuit representation, incorporating insights from Inuit midwives and addressing upstream determinants of

health, such as infrastructure. The discussions will aim to identify strengths, share resources, and monitor the progress of Tavva – the National Inuit Sexual Health Strategy.

The Inuit Youth Sexual Health Project (Community Action Fund)

The Inuit Youth Sexual Health Project, under the Community Action Fund, has established a diverse Inuit Youth Committee, Innasaat Katimajit. Along with insights from previous regional engagements, this committee has shaped strengths-based messaging for resources addressing sexual health needs among Inuit youth and their care providers. In the last quarter, the project team finalized key messages from engagement sessions and developed a comprehensive list of resources for both providers and youth. In November, the youth committee is meeting in-person with the Inuit Sexual Health Network to discuss the sexual health needs of Inuit youth and explore effective, evidence-based, non-stigmatizing, and culturally relevant interventions to prevent HIV and other STBIs.





Social and Economic Development

Pauktuutit's Social and Economic Development team has a broad mandate that covers a range of social and economic issues.

Workforce Summit 2024 Update

Pauktuutit was invited to represent Inuit women at Workforce Summit 2024, a national gathering of thought leaders across various sectors. While the summit primarily focused on southern economic concerns, Pauktuutit emphasized that modernizing workforces across Inuit Nunangat cannot happen without the active participation of Inuit women, who continue to face systemic barriers in their own homelands. The lack of infrastructure further limits Inuit women's ability to engage creatively in both modern and traditional economies, restricting opportunities, especially in remote communities.

Disability Service Provider Engagement Update

Pauktuutit is consulting on the Disability Inclusion Action Plan and surveying health and social service providers in Nunatsiavut about the challenges their clients face in accessing services and their impression of federal disability benefits that will begin in summer 2025. At just \$200 a month, service providers say the federal disability benefit is not enough to support this underemployed and underserved group. Pauktuutit sees disability benefits as a starting point for discussions on basic income but acknowledges that the current annual amount of \$2,400 is still too low, especially given the additional economic challenges in remote communities across Inuit Nunangat.

If you or someone you know would like to provide feedback on the proposed new disability benefits from the government, please email info@pauktuutit.ca

Transitional Shelters and Housing Research Update

With funding portals for new shelter and transitional housing projects now closed and successful applicants finalized by CMHC, the remainder of this project will focus on researching housing and shelter outcomes for Inuit women across Inuit Nunangat and in southern regions. Research partners are currently being selected and work will begin soon. Pauktuutit's advocacy aims to drive change for Inuit women through evidence-based research, supported by our Inuit-specific Gender-Based Analysis Plus (ISGBA+).

Violence, Abuse Prevention and Justice (VAP&J)

Pauktuutit is dedicated to addressing a wide spectrum of issues affecting the safety and wellbeing of women, children, and gender-diverse Inuit.

Engaging Young Men and boys (EYMB) in Inuit Parenting skills

Pauktuutit is excited to share the EYMB model with three organizations across Canada, enhancing their ability to deliver this impactful workshop within their own communities, including on-the-land sessions. We are scheduling meetings to support these organizations with instructional support and materials for an effective rollout.

You can find the toolkit here: <https://pauktuutit.ca/eymb>



Improving Policing

We have been working to support Inuit women in shelter spaces and learn more about their experiences with policing. Our team recently visited shelters in Happy Valley-Goose Bay and St. John's, NL, delivering supplies and building connections. Upcoming destinations include Yellowknife and Winnipeg. Our research report, due in March 2025, will feature multimedia submissions from Inuit women sharing their experiences.

Intimate Partner Violence (IPV) and Justice

Pauktuutit continues to collaborate with legal service providers to improve their understanding of Inuit women's unique challenges within the justice system. Following successful workshops in Happy Valley-Goose Bay and St. John's, NL, we are now partnering with local organizations to expand these sessions. Our next workshops will take place in Yellowknife and Winnipeg.

The toolkit is now available, free, for organizations that wish to facilitate these workshops in their regions: <https://pauktuutit.ca/justice-ipv>



Indigenous Justice Strategy

We have completed our Inuit Justice Report and recommendations, which we will share with the Department of Justice. Our team continues to collaborate with ITK and regional partners through the Justice Working Group to advance shared priorities. We are excited to begin the next phase of this important work in the coming months, following the feedback we received from community engagements and focusing on the government's shared priority of Indigenous justice revitalization.

UN Declaration on the Rights of Indigenous Peoples (UNDRIP)

Pauktuutit continues to work with the UNDA Implementation Secretariat, contributing to the development of training materials for public servants and the general public. Recently, we met with the Minister of Justice, Arif Virani, to raise concerns about the exclusion of Inuit and Indigenous women's voices from the UNDA Action Plan Advisory Committee. Advocacy for the inclusion of Inuit women at all stages of implementation remains a priority.

You can find resources on UNDRIP tailored to Inuit communities here: <https://pauktuutit.ca/undrip>



Chair of the board Nancy Etok and Minister of Justice Arif Virani

Spotlight on Gender Equality

The Spotlight initiative aims to amplify the voices of young Inuit changemakers who are advocating for gender equality and leading transformative conversations in our communities. Working with Inuit podcasters, Pauktuutit is co-developing a collaborative podcast series on gender equality, showcasing the efforts and perspectives of these inspiring young leaders. The series will be available on our website and accessible to the public early next year.

In addition, Pauktuutit recently participated in a podcast hosted by Project Agape, a survivor-led, Black-centered organization advocating for Black women and gender-diverse individuals.

Inuit Specific GBA+ Framework

To ensure consistent awareness and application of the Inuit-Specific GBA+ Framework across all of Pauktuutit's research and advocacy efforts, we are developing internal ISGBA+ resources and training materials. This includes a series of case studies tailored to different projects within Pauktuutit's policy areas, which will help staff identify strengths in applying the Framework and learn from past projects. Next month, we will begin the development of a comprehensive online ISGBA+ training program for staff and Board members, with the goal of completing and piloting the program by spring 2025.

Additionally, our ISGBA+ Advisor hosted training sessions with Pauktuutit's IQ Committee, senior leadership, and staff members, providing an overview of the Framework's utility, evolution, and key concepts, along with guidance on applying it across various federal policies and programs. As we develop more training materials, we aim to offer interactive, face-to-face sessions throughout the year, including with our Board of Directors. Once the training program is finalized, we plan to adapt it for external audiences to promote broader adoption of the Framework among Pauktuutit's constituents, public servants, and academics.

We continue to participate in the ISC-Indigenous Partners GBA+ Working Group and look forward to the resources that will emerge from this collaborative effort.





Board Members Update

Following the Board of Directors meeting on October 17, 2024, we are pleased to confirm the continuation of our current leadership team for the next two years.

- Board Chair: Nancy Etok,
- Vice-Chair: Lois (Looee) Mike,
- Secretary-Treasurer: Paige Kimiksana-Kreps.

These executive members, who have served in interim roles since February 2024, are now officially appointed to their positions.

We are also pleased to welcome new board members:

- Laisa Audlaluk-Watsko (Qikiqtani North)
- Priscilla Kukshuk (Urban, Southeast)
- Kailey Webb-Nochasak (Youth representative, Inuit Nunangat)
- Louisa Alunik (Urban, Yellowknife)

To our outgoing Board members, many of whom have shaped our organization over the decades, we extend our heartfelt thanks. Your contributions have been invaluable, and we are deeply grateful for your dedication. Nakurmiik!

- Martha Flaherty
- Pauline Saturgina Tardiff
- Elisapee Sheutiapik
- Catherine Mitsuk
- Charlotte Wolfrey - Special Advisor

Board positions for Happy Valley-Goose Bay (Urban) remain open, and nominations for Iqaluit are forthcoming. If you are interested in joining us, please email us at communications@pauktuutit.ca.



(Back row, left to right): Josephine Tucktoo, Kourtney Walkie, Vanessa 'Sissy' Webb, Laisa Audlaluk-Watsko, Nancy Uluadluak-Gibbons, Paige Kimiksana-Kreps. Front row, left-right: outgoing members Charlotte Wolfrey and Martha Flaherty; Nancy Etok, Looee Mike, and Sarah Idlout.



Looking forward

As we look to the future, we are excited to renew our focus on advocacy, guided by our strategic plan and policy agenda. This renewed commitment reflects our unwavering dedication to championing the rights and needs of Inuit women girls and gender-diverse individuals. We believe it positions us to make a tangible impact in our communities.

Our strategic plan outlines clear goals and initiatives that prioritize the unique challenges faced by Inuit women, from housing and health to economic empowerment and safety. With this roadmap in hand, we are better equipped to advocate for policies and programs that address these pressing issues. Our goal is to highlight these challenges and actively work with policymakers and stakeholders to create sustainable solutions that improve the lives of Inuit women and our families.

We are particularly excited about the opportunities to amplify the voices of Inuit women in decision-making processes. By fostering collaboration with community leaders, organizations, and allies, we aim to ensure that our advocacy efforts reflect the diverse experiences and perspectives of Inuit women across the country. This collaborative approach is essential in driving meaningful change and ensuring that our advocacy is informed by those we serve.

We are excited to see the positive changes that lie ahead as we work for a brighter tomorrow.



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PAUKTUUTIT
INUIT WOMEN OF CANADA

2025-2029 Strategic Plan

**From Plan to Action:
Creating Real Change for Inuit Women,
Girls, and Gender-diverse Inuit**



Join our Team!

Choose Pauktuutit to take an active role in changing the lives of Inuit that we represent

Grounded in Inuit societal values, we partner with Inuit women, communities and organizations to advocate and provide guidance for improvement of health, economy, safety, justice, and ultimately empower Inuit women to have greater opportunities to thrive.

We offer

- An inclusive, and respectful work environment
- Flexible work arrangements including remote work
- Paid personal well-being days, vacation and sick leave
- Health and dental benefits
- Cell phone and Internet allowance
- Language allowance (Inuktut)

and more



Visit our website for available job openings and to apply:
www.pauktuutit.ca/careers/

Who We Are

Pauktuutit is the national representative organization of Inuit women in Canada. We foster greater awareness of the needs of Inuit women, advocate for equality and social improvements, and encourage Inuit women's participation in the community, regional and national life of Canada.

What Is *Suliqpita*?

Suliqpita means 'what we are doing'. *Suliqpita* is our seasonal newsletter where we provide updates on what we've been working on and what's coming up.

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Suliqpita Newsletter by
Pauktuutit Inuit Women of Canada

