



Pilimmaksarniq

ENGAGING MEN AND BOYS IN REDUCING VIOLENCE
AGAINST WOMEN AND GIRLS



“Healthy relationships means taking care of each other, trust and communications.”

NOVEMBER 2020

“Intergenerational trauma has brought us very poor coping skills. We’ve seen it, we’ve all seen it growing up. We’ve learned that one way to deal with our negative thoughts is to drink because you forget it temporarily, but we’ve learned the wrong way to cope with our problems and violence in our lives.”

– Jerry Nochasak, National Inuit Role Model 2020, Makkovik

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Pilimmaksarniq- Engaging Inuit Men and Boys
in Ending Violence Against Women and
Girls New Edition Toolkit

Pauktuutit is the national representative organization of Inuit women in Canada and is governed by a 14-member Board of Directors from across Canada. We foster greater awareness of the needs of Inuit women, advocate for equality and social improvements, and encourage Inuit women’s full participation in the community, regional and national life of Canada.



Note to the Reader

This publication is an update to the 2015 *Pilimmaksarniq: Engaging Men and Boys in Reducing Violence Against Women and Girls*. Five years later, we are able to include information on how the toolkit has been used and what men who are involved in healing work and advocacy can tell us about their work.

This document and the *Pilimmaksarniq* website is intended to help Inuit men work with other men and boys to reconnect with traditional activities and roles, address personal and relationship challenges, and begin to heal from trauma. These efforts to support men and boys will help to reduce violence against women and girls in Inuit communities. The toolkit builds on the knowledge captured in the 2015 toolkit and its use in communities across Inuit Nunangat.

We are pleased to also introduce the seven men and women selected in the National Inuit Role Model Campaign. These individuals are making a difference in their communities by supporting others, sharing wisdom, and speaking out about health and healing.

You can find more information on the role models and other materials to support men's groups and programs on the website.

Acknowledgements

We gratefully acknowledge the national advisory committee, role models, and engagement session participants for their recommendations, priorities for action and assisting in developing this project and the communications strategy to raise awareness about engaging men and boys in reducing violence against women and girls.

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Women and Gender
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Introduction

PILIMMAKSARNIQ

PILIMMAKSARNIQ – ENGAGING MEN AND BOYS IN REDUCING VIOLENCE AGAINST WOMEN AND GIRLS

“The hardest thing is breaking the taboo of men talking to each other and talking about themselves around other men. Once they see others are going through what they are going through, they open up. Some admit they have been violent towards spouses or other women in the family.”

– Junior May, Qajaq Network, Kuujuuaq

Our culture, the land, and our relationships with others are our strength. They can help us deal with life’s challenges and heal from painful experiences. This takes time and the support of those you trust. While Inuit women and men have many of the same experiences, they also have differences. Increasingly over the last two decades, men are helping men to understand the changes in their roles, embrace their culture, and heal together.

Men Rising Up, Coral Harbour

Men Rising Up was founded in Coral Harbour in the 1990s and has now expanded to several other Nunavut communities. Inuit men were determined to set their lives on a more positive course and decided to meet weekly to share life stories, address painful experiences, and encourage each other. Men of various ages participate in the meetings which are led by trained counsellors and attended by elders. The support groups have helped many men overcome addictions and anger issues. In addition to community meetings, the groups also hold on-the-land healing and regional weekend retreats.

The National Inquiry into Missing and Murdered Indigenous Women and Girls investigated gender-based violence throughout Inuit Nunangat and in urban Inuit communities from 2016-19. The Inquiry recognized the importance of healing programs for men and boys and their inclusion in solutions to violence against women and girls. The Inquiry’s Inuit-Specific Calls to Action include:

- ensuring that Inuit men and boys are provided services that are gender- and Inuit-specific to address historic and ongoing trauma they are experiencing (Call to Action 16.12);
- providing public awareness and education to combat the normalization of domestic violence and sexualized violence (Call to Action 16.23); and
- federal, provincial, and territorial corrections services recognizing and adopting an Inuit Nunangat model of policy, program, and service development and delivery (Call to Action 16.30).

Source: *Reclaiming Power and Place – Executive Summary*, by National Inquiry into Missing and Murdered Indigenous Women and Girls, 2019. https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Executive_Summary.pdf



“Our culture
keeps us safe.”
– Nancy Etok

It is our hope that this toolkit will help support the healing of Inuit men and boys and promote actions they can take to reduce violence against women and girls in their families and communities.

Pilimmaksarniq: Engaging Men and Boys in Reducing Violence Against Women and Girls

Pauktutit Inuit Women of Canada focuses on social and health issues that are a priority for Inuit women. Since 1984, violence and abuse prevention has been among its top priorities. Violence affects everyone and it takes both men and women to stop violence in our communities. We have been honoured to work with men’s groups, women’s organizations, community counselling services, and governments over a period of six-years to engage men and boys in preventing violence against women and girls. The *Pilimmaksarniq* project was guided by an expert regionally representative Advisory Committee that resulted in the following:

- An Inuit gender-based analysis of violence and abuse.
- A community survey on knowledge, attitudes, and behaviours about violence.
- The 2015 and 2020 Pilimmaksarniq toolkits.
- Train-the-trainer workshops in Inuvik, Cambridge Bay, Rankin Inlet, Kuujuaq, and Nain for men from the surrounding communities.
- A national Inuit role model campaign.

In 2019 Pauktutit, along with its regional partners, launched a national campaign to identify Inuit community members who are making a difference in the lives of others. Seven excellent role models were selected – men, women, and youth who demonstrate characteristics of Inuit societal values that foster healthy relationships, gender equality, and a way of living free from violence. Some of their wisdom is included in the toolkit. Role model videos and posters can be found at pauktutit.ca

Pauktutit National Role Model Campaign Partners: Nunatsiavut Government • Nunavik Regional Board of Health and Social Services • Qarjuit Youth Council • Inuvialuit Regional Corporation • Qikiqtani Inuit Association • Nunavut Tunngavik Inc.

Community Shed Project, Nunatsiavut

Starting as a pilot project in Nain in 2017 and now operating in Hopedale and Rigolet, Nunatsiavut, the Community Sheds provide opportunities for youth to learn woodworking skills and craft kayaks, qamutiks, and other outdoor equipment, either on their own or in groups. Materials, tools, and training are provided. Young men in particular benefit from working with



The Telegram – <https://www.thetelegram.com/news/local/community-shed-program-big-success-in-nain-182802>

their hands and finding new ways to socialize. Rather than feeling they have to drink to be involved with others, youth have a positive place to go.

Principles for Ending Violence Against Inuit Women and Girls

- These principles guided the creation of both toolkits.
- Both Inuit men and women have a role to play in ending violence in the community.
- Men and women can be violent or abusive.
- It is important to have healthy families and wellness programs.
- Everyone has the ability to heal.

“[Men] went through trauma [at residential schools] and they went home, told no one, including parents, if they did, no one believed them. They grew up to adulthood and started a relationship which they were never taught how to do. And they try to raise a family and the anger within comes out mostly when something triggers them, alcohol is involved or some kind of addiction needs to be fed. It is called a “Dysfunctional Family”.

– Noel Kaludjak, National Inuit Role Model 2020, Rankin Inlet

Contents and Using the Toolkit

We call this a “toolkit” because it provides information, expert advice from men’s and women’s group leaders and role models, and practical tools to support men in setting up healing groups and programs. It is divided into three parts.

1. **Part 1: Violence Against Women and Girls in Inuit Communities** explains the historical and cultural context for the violence, types of violence, recognizing risk and triggers, and grief, trauma, and healing.
2. **Part 2: Healing Groups for Men and Boys** provides information on setting up a men’s group or program, safety and confidentiality, and challenges and solutions.
3. **Part 3: Taking Action** encourages men and men’s groups to speak out and take action on violence and suggests ways to reduce violence and make communities safer.

At the end of the document in “Additional Materials”, you will find a *Sample Group Confidentiality Agreement* and fact sheets on violence: *Addictions* and *Coping with Anger*, both by Embrace Life Council.

The Pilimmaksarniq website also has information on:

- Educational resources
- Training opportunities
- Funding sources
- Crisis/victim services contacts

Nunavik Qajaq Network

The Qajaq Network has been operating in Nunavik since 2003. What started as a small group of men is now a regional agency with staff in Kuujjuaq, Inukjuak, and Salluit. With funding from the Nunavik Regional Board of Health and Social Services and Makivik Corporation, it provides individual life coaching, group healing, and on-the-land activities. The group works toward healthier and safer communities while advocating for equality between men and women. In November 2019 leaders held a regional men’s gathering with participants ranging from youth to those in their 70s.

Throughout the toolkit, you will find examples of community and regional men’s groups, quotes from group leaders and advocates, and direct, practical advice from other men and women involved in this issue.

Project Jewel, Inuvialuit Settlement Region

Project Jewel is an on-the-land wellness program developed and delivered by the Inuvialuit Regional Corporation. The program employs a manager/group leader in Inuvik and land program coordinators in the five other Inuvialuit communities. Activities are purposefully open to all residents of the region: Inuit, Gwich’in, non-Indigenous, and both men and women in order to foster connections and heal divisions. A variety of cultural and healing camps are held, supported by elders and counsellors, with aftercare as an important component.

“Father-son trips in the Beaufort Delta have been awesome – almost everyone has family history on this land so they are able to see who they are and where they came from.”

– Jimmy Ruttan, Project Jewel, Inuvik

Suggested Resources

National Inquiry into Missing and Murdered Indigenous Women and Girls website. www.mmiwg-ffada.ca

Pilimmaksarniq: Engaging Men and Boys in Reducing Violence Against Women and Girls website. www.pauktuutit.ca/project/pilimmaksarniq-project-information



*"It's important to walk away
from a cycle of violence."*

– Lars Qaqqaq

Lars Qaqqaq

National Inuit Role Model

Hunter, trapper,

Member of the Hamlet Council in Baker Lake,

Musician, sewer.

Baker Lake, Nunavut

Lars is quite talented. He sews, hunts, plays guitar, sings, etc. He is also a great example of traditional roles changing for the younger generations, as he is learning to sew.

In his case, there is a sibling to sibling role modelling (Mummilaq Qaqqaq).

Main paraphrased messages:

I have several mentors and teachers. They really motivate me to want to be like them some day.

It's very fulfilling when you have a strong connection with the culture.

Healthy relationships are made of positive communications, forgiveness and support.

What makes me feel cared for is when people are supportive of my passions and hobbies and when I can share with others the same passions.

Hunting teaches you patience.

Trust is definitely one of the main blocks of a relationship, family, friends, anything. If you have trust, you can really build a strong relationship with anyone.

Regaining a sense of culture helps stop violence because in culture we create strong relationships.

Healing is up to us. We have to reach out to heal.

Focussing your energy on hobbies or passions focusses it away from negative actions.

I enjoy sewing quite a bit as a cultural practice. Men would always sew in traditional days. They had to fix their garments because they work when they're out hunting.

What gives me hope is that eventually, things get better. If you put your time and energy into the things you love doing, you keep at it for years, and eventually, things are better.

The thing that helps most with healing was being out on the land.

A safe space would have just a welcoming atmosphere and nobody gets left out, especially for learning.



Violence Against Women and Girls in Inuit Communities

PART

1

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“... traditionally, which was not very long ago (it’s our lifetime), the parents, the extended family members would often mentor the young couple; the husband, and the mother, but especially the husband. Inuit highly disregarded violent behavior towards a partner.”

– Leena Evic, National Inuit Role Model 2020, Iqaluit

Elders tell us there has always been violence, but not like we see today. Violence in Inuit communities has reached crisis levels. It affects all aspects of life, from our ability to raise healthy children in a safe home, to stay mentally strong, to feel safe in the community, and to consistently attend school and work.

A most destructive form of violence happens within intimate partnerships. You are in conflict with the person you should be most able to trust and count on for support. Anger, resentment, fear, jealousy, and rage eat away at women, men, and children, victims, abusers, and witnesses.

PROGRAM

What is Violence Against Women and Girls?

Why do we talk about violence against women and girls? And how is it different from other kinds of violence? Usually, it’s because there is a “male/female” or gender-based aspect to the violence. Most often, it is women and girls who bear the brunt of anger, frustration, and contempt by their partners, boyfriends, fathers, uncles, and other men. In the western world (not necessarily the Inuit culture), women and girls are less valued than men and boys, making it easier for them to be victimized.

A community survey for the Engaging Men and Boys project in 2017 showed that there is concern about gendered violence and child abuse in Inuit Nunangat, however, levels of concern varied quite a lot from region to region. 118 surveys were returned.

Region	Concern about Gendered Violence Percent of Respondents	Concern about Child Abuse Percent of Respondents
Inuvialuit	79%	71%
Kitikmeot	60%	40%
Kivalliq	20%	30%
Qikiqtaaluk	60%	67%
Nunavik	90%	95%

Source: Engaging Men and Boys Project: Preliminary Survey Results, by Pauktutit Inuit Women of Canada, 2018.

Present-day attitudes toward physical violence, sexual assault, and child sexual abuse are changing, but they still often blame the victim (“she shouldn’t have made me so angry,” “she was asking for it,” “she should just put up with it”). In the community survey, 60% of respondents believe that “most women can leave a violent relationship if they really want to”.

There is still a lot of silence about the violence that keeps the issue hidden and allows men to deny or justify abuse. Women can also be violent and abusive, but far more often they are the victims. Women and girls are more often severely injured as well.

This is not about blame, though. Women and men need to work together to end violence in relationships and families.

“I don’t like to say this is somebody’s fault or to put blame on people because I don’t believe in blame. There’s always more than one person involved in any situation, but violence is no excuse. But I think intergenerational trauma is a big reason why violence is so common in our culture.”

– Jerry Nochasak, National Inuit Role Model 2020, Makkovik

More recently, we have grown our understanding of gender-based violence to include those who have a gender identity or sexual orientation that is different from male-female. We have started to use different versions of “LGBTQ2”¹ to show support for these individuals and include them in efforts to reduce violence. The acronym LGBTQ2 stands for lesbian, gay, bisexual, transgender, queer, and two-spirited – terms Inuit may use to describe themselves.

“Even though we’re a men’s group, we’re open to anyone, especially with the youth... [Gender] roles have changed in good ways as well because women have been taught to hunt and I know women are capable of hunting... it’s just like I said, anyone is capable of anything, that’s important when you’re being inclusive and you let a person be who they want to be.”

– Lars Qaqqaq, National Inuit Role Model 2020, Baker Lake

1. This acronym is still changing as we work to better understand gender and sexual diversity. Other terms being used include questioning, asexual and intersex. For more information see *Two Soft Things, Two Hard Things* (a feature documentary made in Iqaluit, Nunavut), by MKW Productions Inc., 2016. <https://twosofttwohard.com> and Canadian Centre for Gender and Sexual Diversity website <https://ccgsd-ccdgs.org/>

PROGRAM The Roots of Violence and Abuse

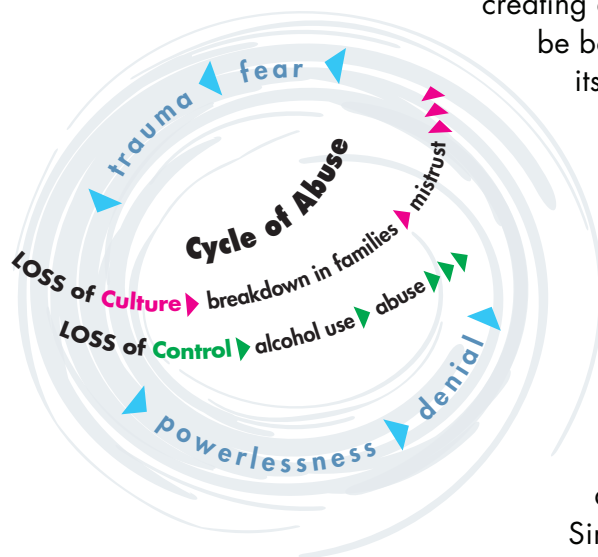
While in the past, Inuit society had more flexible gender roles related to hunting, making tools and clothing, and taking care of children and the home, everyone had a critical role to play in the family's survival. Elders say there was respect for these different roles no matter who was carrying them out.

The arrival of Europeans changed all this. Men lost their long-held main roles as hunters and providers and community decision-makers. Family relationships were disrupted, and anger increased. White men who colonized the North reinforced the idea that men were superior to women.

In 2005, the National Inuit Advisory Committee on Abuse Prevention shared their understanding of the situation.



In this model, the current high levels of violence and abuse in Inuit communities are traced back to two main “roots”: 1) loss of culture and tradition, and 2) loss of control over individual and collective futures. This history leads to psychological trauma, the breakdown of families, alcohol and drug addictions, and increased feelings of powerlessness. Fear, mistrust, abuse, and denial result, creating a cycle of violence in which individuals can be both victim and abuser – a cycle that repeats itself with each new generation.



Source: National Strategy to Prevent Abuse in Inuit Communities, by Pauktuutit Inuit Women of Canada, 2006. www.pauktuutit.ca/wp-content/uploads/InuitStrategy_e.pdf

However, the background report on gender-based violence for the first phase of the Pilimmaksarniq toolkit says that factors which contribute to violence against women and girls are not intended to explain away violence or condone abusive behaviour. Similarly, addressing triggers for violence such

as intoxication, relationship conflict, emotional and psychological abuse by partners, and individual stressors is as important as looking at the historical roots of gender conflict and violence.

Source: *Engaging Inuit Men and Boys in Ending Violence Against Women and Girls*, by D. Kinnon, Pauktuutit Inuit Women of Canada, 2014. www.pauktuutit.ca/project/engaging-inuit-men-boys-ending-violence-women-girls-gender-based-analysis

“I know of many relationships where men have been abusive toward their partners then are really sorry and say it won’t happen again. But the cycle repeats itself and will continue until the man begins his healing journey. Teen boys and men need to look within themselves and acknowledge their anger and sadness to end violence against women and children.

– Crystal Martin-Lapenskie, President, National Inuit Youth Council

Some Facts About... Violence Against Women and Girls

- Approximately **every 6 days**, a woman in Canada is killed by her intimate partner. Indigenous women are killed at **6 times the rate** of non-Indigenous women.¹
- Almost **one in 3** incidents of police-reported violence happens between intimate partners.²
- **Men aged 25 to 34** are more than **2x** as likely to be violent toward intimate partners than toward friends, acquaintances, and other family members.³
- In **6 in ten** spousal homicides there was a known history of family violence.⁴

Sources

1 *The Facts About Gender-Based Violence*, by Canadian Women’s Foundation, 2016. <https://canadianwomen.org/the-facts/gender-based-violence>

2, 3, 4 *Police-Reported Crime Statistics in Canada, 2018*, by G. Moreau, Canadian Centre for Justice Statistics, 2019. <https://www150.statcan.gc.ca/n1/pub/85-002-x/2019001/article/00013-eng.htm>

5 *Family Violence in Canada: A Statistical Profile, 2018*, by S. Conroy, M. Burczycka, and L. Savage, Canadian Centre for Justice Statistics, 2019. <https://www150.statcan.gc.ca/n1/pub/85-002-x/2019001/article/00018-eng.htm>

Some Facts About...Violence in Inuit Communities*

- **947 women** in Nunavut were victims of police-reported intimate partner violence in 2018, a rate that is almost **15 times** that of Canada as a whole.⁵
- The risk of a woman being sexually assaulted in Nunavut is **12 times greater** than the provincial/territorial average.⁶
- In Nunavik, **74 percent** of Inuit women (**three out of four**) reported having experienced violence in the home, and **46 percent (almost one-half)** had experienced sexual assault.⁷
- **6 out of 10 (59 percent)** of women and **4** out of ten (**41 percent**) of men in Nunavut reported they experienced severe sexual abuse during childhood.⁸

* Inuit-specific statistics can be hard to find. Often, information for Nunavut and Nunavik is used because most of the residents (85-90 percent) are Inuit.

Sources

6 *Measuring Violence Against Women: Statistical Trends*, by M. Sinha, Canadian Centre for Justice Statistics, 2013. <https://www150.statcan.gc.ca/n1/en/pub/85-002-x/2013001/article/11766-eng.pdf?st=zdMWZrQA>

7 *Bring Hope and Restore Peace: A Study Report on the Life and Concerns of Inuit Women of Nunavik*, by P. Laneuville, Saturviit Inuit Women's Association of Nunavik, 2015. <https://www.saturviit.ca/project/bring-hope-and-restore-peace>

8 *Inuit Health Survey 2007-2008: Nunavut Community and Personal Wellness*, by T. Galoway, H. Saudny, and the Nunavut Inuit Health Survey Steering Committee, Centre for Indigenous Peoples' Nutrition and Environment, McGill University, 2012. www.tunnigavik.com/files/2012/09/IHS_NUNAVUT-FV-V11_FINAL_AUG-15_2012.pdf

PROGRAM

Grief, Trauma, and Healing

"When I first lost my son I stopped doing things for a long time. But I learned that being idle worsens your mental well-being. And that we shouldn't stop doing – if you make or build things, continue with them, and talk with your family."

– Mathew Alainga, National Inuit Role Model 2020, Iqaluit

Inuit who are working to end violence against women and girls believe that unresolved trauma directly contributes to the high levels of violence seen today. Noel Kaludjak, an experienced men's group leader and counsellor sees a lot of anger that comes from childhood trauma, including abuse in the family and in residential schools.

However, trauma can be healed, and men and women can have healthy, trusting relationships. Through counselling, healing groups, on-the-land programs, and the support of others, Inuit men are acknowledging their trauma and working to heal. For example, members of the Coral Harbour Men's Group traveled around Nunavut talking to many men. They talked about their pain, their hurt, and their anger and the men spoke of their own feelings. A lot of the men were abusers of their spouses but after many healing sessions, they went home and became better fathers and better husbands and there was less violence in the home.

PROGRAM**Ilisaqsivik Society On-the-Land Programs**

Ilisaqsivik Society in Clyde River, Nunavut operates several on-the-land programs for men, boys, and families. Often, the land is a place of comfort and familiarity, a place where people can continue to practice the skills and knowledge that have been handed down across generations. Many Clyde River residents tell us that they feel safer and more open to talking about issues and challenges when out on the land. Because of this, Ilisaqsivik runs many land-based programs that support Clyde River residents in continuing their relationship with the land, land-based skills and knowledge, and with one another."

"Being on the land really helps because you are away from society... you are disconnected from everything in the community. There's no drama or anything (laughing). You can think things through."

– Ena Ann Aulaciaq, Counsellor Coordinator, Ilisaqsivik Society

There are many other examples of men and male youth addressing their own healing and then helping others.

PROGRAM

SMASH, Northwest Territories

SMASH (Strength, Masculinities, and Sexual Health) began in 2016 as a parallel program to FOXY for women in the Northwest Territories. It grew out of a collaboration among Northern youth, men, teachers, artists, health professionals, parents, Elders, and community leaders. SMASH holds community workshops and regional retreats to educate and encourage young men to define their own masculinity – what does it mean to be a man, and how to be a good man. Participants discuss sexual health and relationships, communication strategies, and consent. The program aims to be inclusive of all sexual orientations and genders.

PROGRAM

Safety for Women and Girls

“Whether the person coming to me is male or female because their girlfriend/boyfriend has mistreated them, even if it was the girlfriend that did the mistreatment, if they properly communicate with each other things can only improve. But things don’t always go that way, if one has issues with jealousy things won’t go very well.”

– Mathew Alaing, National Inuit Role Model 2020, Iqaluit

All Inuit women and girls deserve a life free from violence and abuse. We need to ensure this safety in a variety of ways.

- Take a woman’s fear of violence seriously and support her in getting help and protection.
- Take a man’s threats of violence seriously and support him in getting help.
- Check-in on families that you know are having a hard time.
- Report all suspicions of child sexual abuse and sexual assault of youth to social services or the police.
- If it is safe to do so, try to de-escalate or calm down the situation.
- Help women and children get to a safe place.
- Call the police if someone is in immediate danger.

PART 1 Violence Against Women and Girls in Inuit Communities

PILIMMAKSARNIQ – ENGAGING MEN AND BOYS IN REDUCING VIOLENCE AGAINST WOMEN AND GIRLS

“As long as men don’t get help for what they’re dealing with, things will go on as they’ve been. It’s a cycle.”

– Rebecca Kudloo, President, Pauktutit Inuit Women of Canada

Source: New funding will address trauma, violence in Inuit Nunangat: Pauktutit, by Sarah Rogers, Nunatsiq News, June 21, 2017. https://nunatsiq.com/stories/article/65674new_funding_will_help_address_trauma_violence_in_inuit_nunangat_pauktu/

Believe. Ask. Connect.

If someone tells you about experiencing violence or abuse:

Believe them • **Ask what they want to do** • **Connect them to supports**



For more information: Believe. Ask. Connect., www.pauktutit.ca/abuse-prevention/children-and-youth/believe-ask-connect, Pauktutit Inuit Women of Canada, 2016

If a child or youth discloses abuse, you must report it to social services or the police.

See the Pilimmaqsarniq website for a list of local crisis and victims’ services.

PROGRAM

Men’s Healing

Men’s healing programs and groups can help to reduce violence in relationships and against women, girls, and others who are at-risk.

Men’s groups provide a safe place for men to share their experiences and learn better ways of dealing with trauma, loss, fear, and anger.

Participants see they are not alone and they are not the only ones with problems and challenges.

Groups provide comradery with other men and reduce isolation which strengthens self-esteem and resilience to stress.

Groups that include activities such as hunting, toolmaking, and mechanical repairs help men to feel pride in traditional activities and develop current-day skills.

PROGRAM

Kugluktuk Men's Group

Gordon Kokak, a Resolution Health Support Worker in Kugluktuk, Nunavut has led a men's healing and activity group since 2019. The group meets twice a week and typically has 8-10 men attend. They do check-in and talk while doing activities such as traditional crafts and tool making. Elders attend regularly to share stories and teachings and a mental health worker comes weekly. Many of the men have addiction issues and relationship problems.

Selected Resources

Believe – Ask – Connect collection of resources, Pauktuutit Inuit Women of Canada. www.pauktuutit.ca/project/believe-poster

Canadian Women's Foundation resources on violence prevention, available at <https://canadianwomen.org/our-work/sector-resources>

Engaging Inuit Men and Boys in Ending Violence Against Women and Girls, by D. Kinnon, Pauktuutit Inuit Women of Canada, 2014. www.pauktuutit.ca/project/engaging-inuit-men-boys-ending-violence-women-girls-gender-based-analysis

Pilimmaksarniq website, Pauktuutit Inuit Women of Canada. www.pauktuutit.ca/project/pilimmaksarniq-engaging-men-boys-reducing-violence-women-girls

Reclaiming Power and Place – Executive Summary of the Final Report, by the National Inquiry into Missing and Murdered Indigenous Women and Girls, 2019. www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Executive_Summary.pdf

SMASH (Strength, Masculinities, and Sexual Health) website. <https://arcticsmash.ca>

Two Soft Things, Two Hard Things (an award-winning feature documentary made in Iqaluit, Nunavut), by MKW Productions Inc., 2016. <https://twosofttwohard.com> Available through Vtape and Video Out.

Written Submission to the National Inquiry into Missing and Murdered Indigenous Women and Girls, by Pauktuutit Inuit Women of Canada, Anânuakatiget Tuminqit, Saturviit, Ottawa Inuit Children's Centre and Manitoba Inuit Association, 2018. www.pauktuutit.ca/wp-content/uploads/written-submission-final-website.pdf



“Violence is too common and has to do with insecurity.”

– Jerry Nochasak

Jerry Nochasak

National Inuit Role Model

Carpenter, dedicated and responsible father,
Paramedic helper and nurse assistant

Nain, Nunatsiavut

Jerry is quite mature and well spoken, while being reserved and quiet. He is an independent thinker and truly embodies what it means to take care of oneself. He goes to the gym and has built a truly strong sense of who he is. He is a shining example of a healthy lifestyle. He is also a young father who takes his responsibilities very seriously. He excelled at school and is quite loyal in his friendships and relations at large.

He has been five years sober and speaks very well to that challenge. And describes this ailment in his community very well.

Main paraphrased messages:

My favourite activity in "wodding" (being on the land). It's calming.

Helping was modelled for me. Helping others with everything.

Healthy relationships means taking care of each other, trust and communications.

Being able to say how you feel to someone without fear of being judged makes your feel cared for.

Communication ties into not giving up. Keep trying in relationships.

I think escaping violence has a lot to do with talking about how you feel.

if we teach our younger generation how to communicate, we are able to better overcome the violence that we experience and witness.

Community gatherings and programs help us open up.

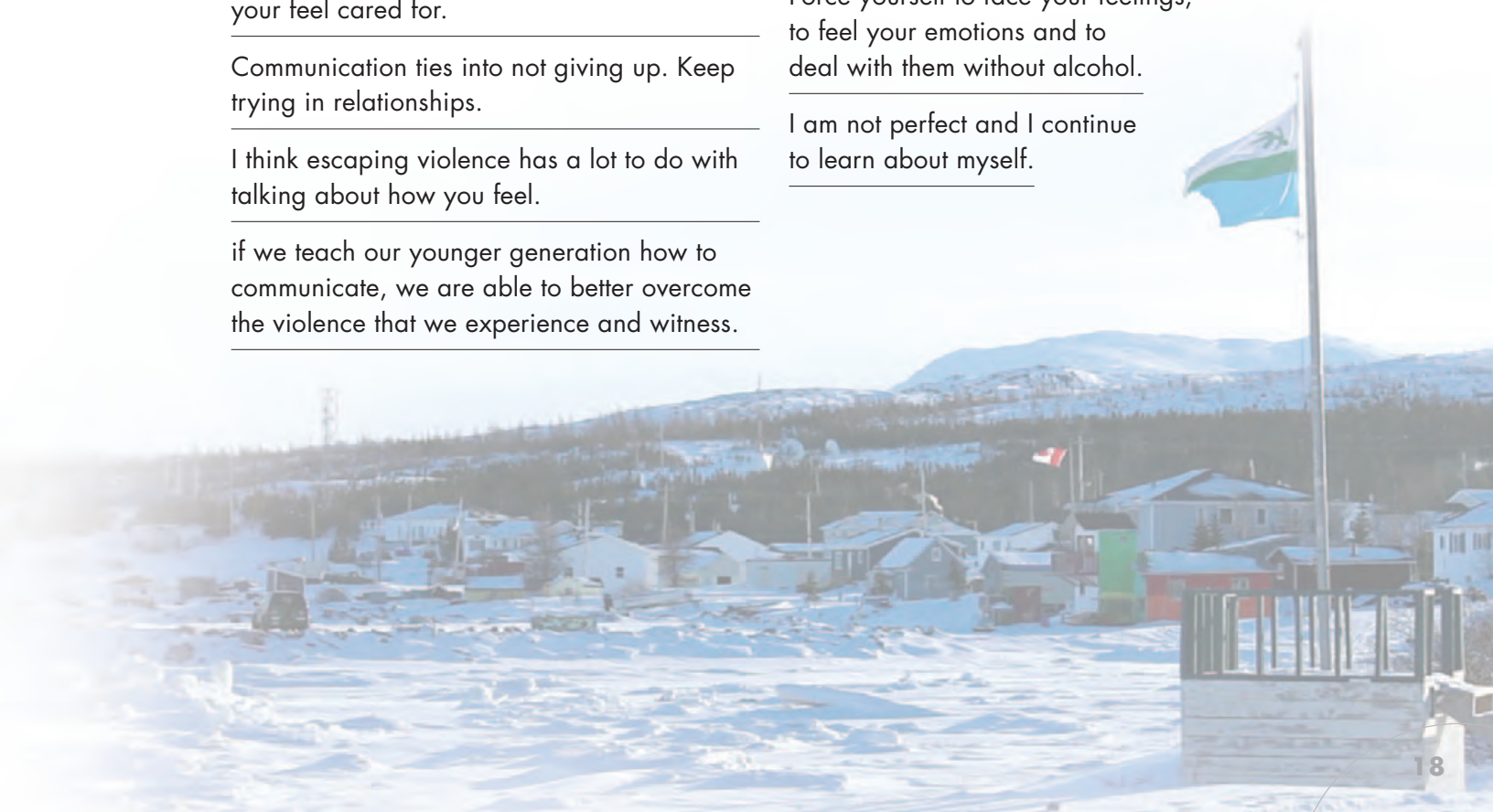
Having someone to go to is a big part of getting out of violence. (support)

Always speak up when you see violence.

Practising the culture and not using alcohol to socialize are important.

Force yourself to face your feelings, to feel your emotions and to deal with them without alcohol.

I am not perfect and I continue to learn about myself.





“Going out on the land with others creates community and happiness and is rooted in culture.”

– Leena Tatiggaq Evic

Leena Tatiggaq Evic

National Inuit Role Model

Educator, facilitator, entrepreneur and speaker.

Founder and President of the Pirurvik Centre.

Recipient of the Service Cross awarded by the Governor General.

Iqaluit, Nunavut

Main paraphrased messages:

Freedom of expression can lead to freedom of behaviour, which is not always good.

There is no one cause for violence, but lack of life skills is one reason.

You need help to get better and that's what is lacking in our communities.

Help needs to be locally based and based in healing traditions.

Healing is wellbeing.

Being in nature or on the land is healing.

Treating your partner with respect can be taught.

Relationship skills used to be taught, they aren't anymore.

Strong willpower and determination create happiness. It's part of Inuit culture.

Meditation and taking time to think things through helps overcome challenges.

In Inuit culture you learn to let go what you did in order to move on. Then you are whole again. This is very different from western culture.

Going out on the land is something that is cultural and helps one become whole.

Learning how to cook and about nutrition is important to learn for wellbeing.



Healing Groups and Programs for Men and Boys

PART

2

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“Talking to other men takes a weight off your shoulders. It’s OK to admit your shortcomings and the mistakes you have made.”

– Junior May, Nunavik Qajaq Network, Kuujuaq

Men’s healing groups and programs have grown in numbers and size in the five years since the first *Pilimmaksarniq* toolkit was created, so there is a lot more wisdom and experience to draw on in forming new groups and programs. However, the 2015 version of *Pilimmaksarniq* also has content that is useful to leaders who are new to group work, including information on community readiness and planning, organizing a meeting, and group healing activities on different topics (available at www.pauktuutit.ca/project/pilimmaksarniq-engaging-men-boys-reducing-violence-women-girls).

PROGRAM

Rankin Inlet Spousal Abuse Counselling Program

Pulaarvik Kablu Friendship Centre has operated a spousal abuse counselling program since 2002. Participants are court-mandated to attend individual counselling sessions (group programming was discontinued recently because of difficulties men were having attending a multi-week program while doing shift work). Because attendance is not voluntary, counsellors need to establish a rapport with clients. The men need to know they are “not the bad guy” and that counsellors want to understand their story.

“You need to look at your own biases. Many men do not see their behaviour such as emotional abuse and property damage as abusive but can come to understand it that way and take responsibility.”

– Jennica Barcial, Counsellor

Groups and programs can vary in their approach, structure, and activities, but usually have these principles in common.

- Build on strengths and cultural identity.
- Promote open discussion where there is no judgement.
- Offer peer-to-peer support.
- Ensure safety and confidentiality for participants.
- Provide ways to have fun and “lighten the mood” after heavy discussions.
- Make referrals to mental health and addiction services.

Working with People Who Have Experienced Trauma

It can be difficult to work with people who have experienced trauma.
Trauma is a serious physical, mental or emotional injury.

What we can do... What I can do?

Start where people are at and with the circumstances that actually exist.

PROGRAM

Aklavik Men's Group

Fred Arey, a counsellor and community support worker in Aklavik, Inuvialuit Settlement Region, attended a training workshop on the original *Pilimmaksarniq* toolkit. He came back to the community with lots of ideas and materials to start a men's group. He recruited men through word of mouth and focussed on a combination of open discussions, group activities, and lifestyle changes as well as providing individual counselling. Fred hosts the group in his home and provides tea and snacks. Many of the men are struggling with alcohol and drug addictions and a number have been violent in the home. He has seen many men heal and change their lives.

"I try to be a "ray of hope" without being in a government office. I meet people all over town and I'm available just to talk. Older men like to talk over tea while the younger ones are more comfortable on the phone or video chat."

– Fred Arey, Aklavik

PROGRAM

Setting Up a Group

Group leaders offer this advice in setting up a group or program.

1. Work with a **natural healer or healers** in the community. A natural healer:
 - can identify people who may need help;
 - remains open to everybody and treats men and women equally;
 - helps by sharing his own life experience;
 - gives encouragement to others;
 - listens to others without judgment; and
 - promotes non-violent ways of dealing with strong emotions.
2. Decide your **purpose** and **who can participate**
 - It is important to talk about and be able to describe to others:
 - the group or program's name;

PART 2 Healing Groups and Programs for Men and Boys

PILIMMAKSARNIQ – ENGAGING MEN AND BOYS IN REDUCING VIOLENCE AGAINST WOMEN AND GIRLS

- the purpose/goal; and
- principles and beliefs.

Men in the community should be able to easily find out:

- who is leading/sponsoring the group;
- who can join;
- where, when, and how often meetings are held;
- what activities are offered; and
- how you protect confidentiality.

3. Make sure at least one of the group leaders has **counsellor training** which is essential to:

- help participants better understand mental processes and emotions;
- watch for and respond to aggressive and threatening behaviour;
- respond when possibly dangerous thoughts and actions, such as suicide or intentions to cause harm come up;
- address racist, woman-hating, discriminatory or hate-filled words or behaviours; and
- safely address trauma triggers² during counselling sessions.

“If you don’t have an understanding of your internal triggers and something happens to set off those triggers, you can act out in harmful ways – you can damage relationships without wanting to. It’s sad because people that are in conflict don’t want to be like that. They just don’t know how to express their trauma in a healthy way.”

– Nancy Etok, National Inuit Role Model 2020, Kangiqsualuujuaq

See the *Pilimmaksarniq* website for some training options.

PROGRAM

Nunavik Qajaq Network

The Qajaq Network in Nunavik offers healing-focused events as well as land-based activities. In November 2019 they held a regional men’s gathering with a very high turn-out and participants ranging in age from youth



2. “Trigger” is a term for a reminder that leads people to re-live a traumatic experience. It can include a person, words, places, sounds or smells. It is a subconscious reaction (that the individual is not fully aware of) that can cause intense distress and strong emotions.

Nunavik Qajaq Network Facebook page
<https://www.facebook.com/search/top?q=nunavik%20Qajaq%20Network>

to those in their 70s. Once they were comfortable, the men shared deep feelings. The on-the-land programs also are very popular – they are designed to bring men together doing traditional activities.

4. Be visible in the community and keep inviting men to come. Men may be reluctant to join a new group or are not ready to begin healing. The Nunavik Qajaq Network counsellors have had public information sessions about their organizations and the supports they provide. These group sessions are announced on the radio and they meet in person for tea and snacks. The Qajaq Network also had a successful campaign where they printed up individual, personalized invitations to men to join their group.

“Welcome everyone with open arms. Don’t get discouraged – it may not work right away.”

– Gordon Kokak, Kugluktuk

5. **Start small.** Start with even two people. Or host a community gathering to see who is interested in coming to a group. More men will come once you build trust.
6. **Don’t just talk.** Include activities. It is easier to talk when you are doing something.

PROGRAM

Unaaq Men’s Association, Inukjuak

A recent winner of a \$500,000 Arctic Inspiration Prize, the Unaaq Men’s Association of Inukjuak addresses several critical social challenges facing Inuit men. Intensive traditional training programs target youth and pair them with elders and experienced hunters. The project will enhance the intergenerational bonds between elders and youth, promoting self-esteem, leadership, and pride, and actively sharing traditional Inuit knowledge. The Association has created jobs and contributes to the traditional and local economy.³

A lot of the young men we work with, after a couple of years there is a change in them. They are more confident in themselves. They have more skills than when they started [and] they have new opportunities open to them...

– Tommy Palliser, Unaaq Men’s Association

3. Raising-up hunters & protectors once again: The Unaaq Men’s Association, by S. Irlbacher-Fox and T. Palliser, *Northern Public Affairs*, Vol 1, Special Issue, 2013.

PROGRAM

Group Structure

All community groups and programs need some structure to operate, depending on how formal or informal your activities are. This structure is a combination of your foundation principles, as well as the process that ensures the safety and security of participants. Below are some elements of your group's structure.

About Your Group

- Your group's name and purpose.
- The goal or goals you are trying to reach, principles that guide you (for example, Inuit Societal Values), and activities to reach your goals.
- Who is supporting your group?
- What is the core group of men you are trying to reach (youth, adults facing life challenges, men who want to develop on-the-land skills?).
- How are decisions made by the core group of men?
- How will you ensure the confidentiality of those who join the group?
- What kind of image and impact do you want your group to have?
- How, where, and when will men and boys in the community reach out for help?

For the Participants

- Who can join and how do they join?
- What do you expect of participants (mutual respect, confidentiality, honesty)?
- Rules or guidelines for the group?
- Any forms or safety information?
- An Oath of Confidentiality (see Additional Materials at the end of the document)
- Other things they should know.

For an example of a pamphlet that describes a men's group, see Start Your Own Association, by Unaaq Men's Association of Inukjuak. http://www.unaaqmen.org/images/Docs/pamphlet_en_web.pdf

PROGRAM

Going Off – Growing Strong, Nunatsiavut

The Going Off – Growing Strong Program was started in Nain, Nunatsiavut in 2013 to increase resilience and mental wellness among at-risk young men aged 15-21 and now includes young women as well. The community-led program is based on intergenerational healing through traditional skills development. It has been evaluated and shown to reduce suicide rates and increase self-esteem and confidence. Michael Mitsuk has led the program in Hopedale for the last five years. Being in a group and learning hunting, fishing, and tool-making provides a safe space for youth and a place to get away from

family problems for awhile. A community committee selects youth to invite, and almost all accept. The program receives funds from Movember Canada, a registered charity supporting men's health.

“The youth are different on the land. It’s a place with less stress, where they feel safe.”

– Michael Miksuk, Hopedale

PROGRAM

Rules of the Meeting

Here are some “rules of the meeting” to consider.

1. Opening prayer or welcoming statement is encouraged.
2. Everyone is told trust is very important.
3. Members must keep confidential what is said – “What you hear here, stays here. What you see here stays here”. No gossip!
4. During the meetings, the chair will ask if anyone would like to talk.
5. Only one speaker at a time. If someone is speaking, everyone listens until that person is done.
6. If someone needs one-on-one counselling, it is available and in Inuktitut if possible.
7. Everyone sits in a circle.

PROGRAM

Meeting Agenda

Groups usually develop their own way of setting up the meeting. Here is an example of a meeting agenda.

1. Arrive and get coffee.
2. Greet new members and discuss and sign the Oath of Confidentiality.
3. Begin meeting with a reminder of the rules or guidelines for the group.
4. Highlight a theme or topic to discuss (for example, dealing with anger).
5. Pick a person to begin the sharing process.
6. Continue sharing until everyone who wishes to speak has shared.
7. Introduce an activity if the discussion slows down.
8. Summarize or mention the positive work that was done.
9. Thank those who came and encourage them to come to the next meeting.

“I think there are many that have been hurt and it’s a good thing they learn to reach out while they’re young. Best if they could reach out to someone older or an elder with no shame.”

– Mathew Alainga, National Inuit Role Model 2020, Iqaluit

PROGRAM

Group Exercises and Activities

- Structured group exercises can help participants:
- get to know each other better;
- learn about a topic or issue;
- reflect on their own experiences and feelings in relation to others; and
- be more active and engaged in learning and reflecting, not just “talk”.

The 2015 *Pilimaksarniq* toolkit includes instructions for group activities and exercises on these topics.

- Self-esteem
- Exercising control
- Dealing with anger
- Dealing with jealousy
- Dealing with confrontation
- Dealing with grief
- Forgiveness and letting go
- Dealing with failure
- Optimism
- Cultural activities on the land

The exercises can be found at www.pauktuutit.ca/project/pilimaksarniq-engaging-men-boys-reducing-violence-women-girls

The activities may be done to help reinforce ideas but could also lighten the mood before ending a meeting. Please feel free to adapt the exercises depending on the participants and age groups you are working with.

PROGRAM

Group Challenges and Possible Solutions

“Don’t get discouraged, [this work] will test your patience; there are huge gaps to fill but if you work together in the community you can really help people who are struggling.”

– Jimmy Ruttan, Project Jewel, Inuvik

PART 2 Healing Groups and Programs for Men and Boys

PILIMMAKSARNIQ – ENGAGING MEN AND BOYS IN REDUCING VIOLENCE AGAINST WOMEN AND GIRLS

Challenge	Concern about Gendered Violence Percent of Respondents
Attracting men, especially young men, to programs	<ul style="list-style-type: none"> • Use a variety of methods to get the word out – radio, posters, personal invitations, Facebook, other social media • Combine discussions and presentations with activities
High emotions	<ul style="list-style-type: none"> • Set expectations for the group meeting and review them before the meeting starts • Encourage men to express their feelings in a safe way • Have someone who can take a break from the group with a member who needs some time
Leader turn-over	<ul style="list-style-type: none"> • Try to find out why leaders are leaving and correct the situation: share the workload, co-lead, provide breaks for leaders • Make sure leaders (and group members) know what self-care is and can practice it
Leader burn-out	<ul style="list-style-type: none"> • Co-leaders or leaders and counsellors de-brief (review what happened, get and give support) after each meeting • Practice good self-care, spend time on activities that reduce stress, and take care of your physical health
Keeping the group going	<ul style="list-style-type: none"> • Develop new projects and activities to keep it interesting • Look at different meeting times and how often you meet depending on participants' needs • Reflect on your work together in the group and make changes depending on changing needs

All groups and programs have challenges and leaders develop knowledge about how to address them. Here is some wisdom from men's healing group and program leaders.

"Make sure you keep balance in your life. Take time out to go camping and spend time with your family. I tell people they can call or visit me anytime, but sometimes I let them know I need a few hours to spend with my father who lives with me."

– Fred Arey, Aklavik

Believe. Ask. Connect.

If someone tells you about experiencing violence or abuse:
Believe them • **Ask what they want to do** • **Connect them to supports**



For more information: Believe. Ask. Connect., www.pauktuutit.ca/abuse-prevention/children-and-youth/believe-ask-connect, Pauktuutit Inuit Women of Canada, 2016

If a child or youth discloses abuse, you must report it to social services or the police.

See the Pilimmaqsarniq website for a list of local crisis and victims' services.

PROGRAM**Other Ways to Help**

If a healing group or program is not something you can take on at this time, there are other ways to give men opportunities for healing in the community. You don't need counsellor training to organize activities for men and boys such as tool making or on-the-land excursions. Even community activities such as volunteering as a group for a food drive or an awareness campaign on violence can help build a sense of community and strengthen relationships.

Selected Resources

Pilimmaqsarniq website, Pauktuutit Inuit Women of Canada www.pauktuutit.ca/project/pilimmaqsarniq-engaging-men-boys-reducing-violence-women-girls

Project Jewel, Inuvialuit Regional Corporation
www.irc.inuvialuit.com/program/project-jewel

Raising-up hunters & protectors once again: The Unaaq Men's Association, by Stephanie Irlbacher-Fox and Tommy Palliser, *Northern Public Affairs*, Vol 1, Special Issue, 2013.

www.northernpublicaffairs.ca/index/vol-1-special-issue-2013/recyin-conversation-raising-up-hunters-protectors-once-again-the-unaaq-mens-association

Sharing Knowledge, Sharing Wisdom: A Guide to the National Strategy (to Prevent Abuse in Inuit Communities), by Pauktuutit Inuit Women of Canada, 2007. www.pauktuutit.ca/wp-content/uploads/InuitStrategy_e.pdf

Spousal Abuse Counselling Program Manual for Counsellors, by Pulaarvik Kablu Friendship Centre, 2006. www.publicsafety.gc.ca/cnt/rsrscs/pblctns/spsl-bs-cnslng/index-en.aspx

Start Your Own Association, by Unaaq Men's Association of Inukjuak, no date. http://www.unaaqmen.org/images/Docs/pamphlet_en_web.pdf



*“Violence comes from
anger within, shame
and childhood trauma.”*

– Noel Kaludjak

Noel Kaludjak

National Inuit Role Model

Counsellor, facilitator and activist.

Rankin Inlet, Nunavut

Family man and photographer.

Noel focuses on the specifics of healing and changing your ways on a personal level and goes in great detail about couple's healthy interactions. He is someone who has experienced the effects of his own bad behaviour and was able to change his ways. He describes the importance of self-respect and respecting women in great detail. He has a great ability to communicate on a practical level.

He spends his time promoting that healing and helping others in that regard. Even those leaving prison, to help them enhance their coping skills.

Main paraphrased messages:

Role models made a difference for me.

People fear stigma when needing to ask for help.

Being strong in one's culture is important: healing on the land, going on the land.

Violence comes from anger within, shame and childhood trauma.

I work on myself to become a better man. I learn how to be a good father and husband to my wife and children. A lot of men don't know how and I teach them.

Healing circles on the land, treatment, family gatherings, private settings, counselling, one-on-one counselling, couples counselling, all that is needed.

Doing good for others creates healthy relationships and family.

Not asking for help creates a vicious circle.

Forgiveness and apologizing is important.

Hunting helps with self-care, berry-picking, boating, building igloos, all activities on the land that are culturally based.

Alcohol and fear are factors in violence. Addiction is a result of anger within.

Closing thoughts: every child deserves a safe and secure home.

I hope I have touched many men and families to encourage them to do better. And I hope I grow old to continue helping my family and myself and other families.





“Don’t contemplate suicide because it’s painful to your parents and painful in your mind.”

– Mathew Alainga

Mathew Alainga

National Inuit Role Model

Iqaluit, Nunavut

High School Teacher.

Father and grandfather.

Traditional knowledge sharer.

Mathew focuses on manual tool building, hunting and staying busy to stay positive. He seems quite energetic. He is a survivor and is quite resilient. He seeks to help.

He also seems to be very much liked by youth and considered a safe person and role model by both youth and adults.

Main paraphrased messages:

My father is my main role model.

I enjoy all cultural Inuit practices. If we didn't learn these things, we'd make everything poorly today.

Safe spaces are important for children.

What people tell me in confidence stays confident, so people feel safe with me.

Don't contemplate suicide because it's painful to your parents and painful in your mind.

Communicate with people who are arguing to figure out what's wrong and allows them to share and once they have come to a realization the two that fought often end up becoming friends.

Alcohol and drugs are a factor in people turning against one another, especially when the two are mixed, they lose consciousness.

Making things, creating things helps with mental health. Being proud of what you made. It's part of our culture.

Social gatherings are part of wellness.

Crying is ok.

It feels better to receive help, even though it's difficult to ask.

Many have been hurt. It's good that they reach out for help while they are young.

When no one is watching, I like to dance in my shop.



Taking Action

PART

3

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- 39 **Qullit Nunavut Status of Women Council**
- 39 **Be a Role Model**

“A key to the future for Inuit is stopping violence against women. Pauktuutit has done great work on this issue over time. Inuit Tapiriit Kanatami is here to stand beside you. Together we will have an amplified voice.”

– Natan Obed, President, Inuit Tapiriit Kanatami

Source: *Nipimit Nanisniq – Finding Voice: Report on the Pre-Inquiry Consultation, Missing and Murdered Indigenous Women and Girls*, by Pauktuutit Inuit Women of Canada, 2016.
<https://www.pauktuutit.ca/wp-content/uploads/2016-03-31-Nipimit-Nanisniq-Finding-Voice-Pre-Inquiry-Consultation-Report-FINAL.pdf>

Men can make an important contribution to reducing violence against women and girls by speaking out against intimate partner violence, family violence, sexual assault, and child sexual and physical abuse.

On the seventh anniversary of his sister’s murder, Iqaluit-Manirajak MLA Adam Arreak Lightstone spoke up in the Nunavut legislature against domestic violence. The white ribbon he wore on his lapel symbolizes the global movement of men and boys working to end male violence against women.



Iqaluit-Manirajak
MLA Adam Arreak Lightstone

Source: Nunavut MLA tables never-before-seen report on preventing domestic violence-related deaths, by N. Murray, CBC News, June 11, 2018. www.cbc.ca/news/canada/north/adam-lightstone-sula-enuraq-domestic-violence-report-1.4700285

PROGRAM

Ways to Reduce Violence and Make Communities Safer

Inuit men have made these suggestions to reduce violence and support victims.

- Begin education about healthy relationships and intolerance for violence in early childhood.
- Break the silence on abuse – if you are comfortable, talk about how violence has affected you and your family.
- Renew traditional values related to non-violence and healing – involve elders.
- Provide opportunities for men and boys to understand how traditional roles have changed and to regain pride and self-esteem.
- Reach out to high-risk men.
- Check-in with families and couples having difficulties to see if they are safe.

Source: Government of Canada – Stop Family Violence website www.canada.ca/en/public-health/services/health-promotion/stop-family-violence/men-boys-help-stop-family-violence.html

5 Ways to Raise Boys Who Respect Women and Girls

Men can lead the way by teaching younger men and boys about healthy, safe, and respectful relationships.

1	2	3	4	5
Model respectful relationships, particularly with women.	Challenge men and boys when they use degrading language to talk about women.	Teach boys how to respect everyone, including their families, teachers and classmates, friends, teammates and opponents.	Help find heroes and role models who respect women.	Make sure that young men know that sexual assault is always wrong.

PROGRAM

Speaking Up, Speaking Out

“When you recognize violence, when you see it, speak up. Always speak up. It’s important. Like I said, we’re afraid to talk about how we feel. If you speak up about something that you see you might be helping them because they might’ve been too scared to do it.”

– Jerry Nochasak, National Inuit Role Model 2020, Makkovik

Equally important, Inuit men and women need to speak up when they see someone being bullied, gossiped about, or blamed for violence against them. Racism, sexism, and homophobia also are forms of “microaggressions” (smaller acts of violence) that can harm and demean as much as physical violence.

- Speak out about violence
- Protect children
- Don’t be a bystander to bullying, gossip, and blaming the victim
- Report dangerous situations

Inuit men and women active in healing and action related to violence suggest using as many means as possible to get the word out about the issue and group activities. This includes using social media such as Facebook, community radio, CBC radio, and posters. You can contact community organizations, churches, and health and social services, and attend community meetings to spread the word.

Announcements should be short, in plain language, and as positive as possible. You want to create hope, not despair.

PROGRAM

Nunavut's MLAs United in Call for a Violence-Free Society

On March 5, 2020, all members of Nunavut's Legislative Assembly passed a motion in support of ongoing actions and measures to promote a violence-free Nunavut. Many members spoke of being survivors or family members of gender-based violence. Here are some quotes from men in the Assembly who spoke out against violence and the destruction it causes."



"I have three daughters and one grandchild and I love them. I used to have four sisters. There are only three of them now and it was by another human's hands that there are only three now, and it hurts... Violence has to stop. We have to do our part.

– Hon. Lorne Kusugak

"I commit to speak for those who cannot speak for themselves... I encourage my community to talk about these issues that must no longer go unspoken. It takes an entire community to work together to make changes."

– Hon. Adam Areak Lightstone

"We all have a role to play and we can each contribute to a better Nunavut. I stand against violence; instead, I stand for hope and purpose in creating a better place for all of us."

– Hon. Joe Savikataaq

Sources: *Nunavut Hansard, Unedited Transcript Thursday, March 5, 2020, Iqaluit, Nunavut, Government of Nunavut, 2020.* https://assembly.nu.ca/sites/default/files/20190305_Hansard.pdf

Nunavut's MLAs united in a call for a violence-free territory, by E. Tranter, Nunatsiaq News, March 6, 2020. <https://nunatsiaq.com/stories/article/nunavuts-mlas-united-in-call-for-a-violence-free-territory>

PROGRAM

Working with Women for Change

"I would encourage men to continue to be a voice against violence against women."

– Rebecca Kudloo, President, Pauktutit Inuit Women of Canada

PROGRAM

Unaaq Men’s Association of Inukjuak

The Unaaq Men’s Association in Inukjuak arose out of a challenge put to the community’s men by the women. In 2001, the community experienced a series of suicides by young Inuit men. Women got on the radio and asked the men what actions they could take to help each other and foster wellness. Out of this came the Unaaq Men’s Association which has been operating ever since.

Individual men and men’s groups can support Inuit women’s organizations in their efforts to stop violence against women and girls in the following ways.

- Advocate for women’s and youth’s safe shelters in every Inuit community.
- Lobby for more trauma-informed counselling, addictions programs, healing circles, and treatment for offenders.
- Participate in Violence Prevention Weeks.
- Join campaigns to break the silence around and denial of violence.
- Talk about healthy relationships and strong male role models with children and youth.
- Write letters to federal MPs, provincial/territorial MLAs, and Inuit government leaders.
- Fundraise for women’s organizations.

Sources: Inuit women leaders and *Strategic Plan for Inuit Violence Prevention and Healing*, by Pauktuutit Inuit Women of Canada, 2016. www.pauktuutit.ca/project/strategic-plan-inuit-violence-prevention-healing

PROGRAM

Qullit Nunavut Status of Women Council

Violence prevention is one of Qullit Nunavut Status of Women Council’s top five priorities. The organization is working for changes in attitudes on violence against women and for supports for the victim and abuser. The Council believes that poverty, lack of education, lack of housing or overcrowded housing, lack of employment, and historical abuse are some of the causes of violence and the reasons it continues.

Source: *Annual Report 2018-19*, by Qullit Nunavut Status of Women Council, 2020. <https://static1.squarespace.com/static/54b93da3e4b096702d3b8bbd/t/5e542478263fa1037174142e/1582572692293/Annual+Report+and+Audit+2018+19.pdf>

PROGRAM

Be a Role Model

Role models are individuals who are living a healthy life, are their “authentic” (real) selves, and are following Inuit cultural values. Anyone can be a positive role model, whether or not they are recognized by others.

At Pauktuutit’s National Engagement Session on Ending Violence Against Women and Girls in September 2020, men and women participants discussed the importance of being a role model for others. They talked about how valuable it is for men to show that being a good father and husband is a sign of strength.

“Being a role model is about speaking your truth. Then others will look at you and say “I want to be like that.”

– Noel Kaludjak, National Inuit Role Model 2020, Rankin Inlet

Believe. Ask. Connect.

If someone tells you about experiencing violence or abuse:
Believe them • **Ask what they want to do** • **Connect them to supports**



For more information: Believe. Ask. Connect., www.pauktuutit.ca/abuse-prevention/children-and-youth/believe-ask-connect, Pauktuutit Inuit Women of Canada, 2016

If a child or youth discloses abuse, you must report it to social services or the police.

See the Pilimmaqsarniq website for a list of local crisis and victims' services.

Selected Resources

Believe – Ask – Connect short videos, Pauktuutit Inuit Women of Canada, 2018. www.youtube.com/playlist?list=PLDfdlBuY3qelOq3ah0ii7qGg6oTCXJ1Ay

Engaging Men and Boys in Gender Equality: Q&A with Kevin Vowles, by J. Howard, Canadian Women's Foundation, 2017. https://canadianwomen.org/blog/engaging-men-and-boys-gender-equality-qa-kevin-vowles/?gclid=Cj0KCCQjw3ZX4BRDmARIsAFYh7ZlBwT76M9u9zFdvJQ Qi7jfBYm1UZgrSXEf3Wkk6lmtUkdyHI0U1z9laAiAuEALw_wcB

Nunavut MLA tables never-before-seen report on preventing domestic violence-related deaths, by N. Murray, CBC News, June 11, 2018. www.cbc.ca/news/canada/north/adam-lightstone-sula-enuraq-domestic-violence-report-1.4700285

Nunavut's MLAs united in a call for a violence-free territory, by E. Tranter, Nunatsiaq News, March 6, 2020. <https://nunatsiaq.com/stories/article/nunavuts-mlas-united-in-call-for-a-violence-free-territory>

Pilimmaqsarniq website, Pauktuutit Inuit Women of Canada. www.pauktuutit.ca/project/pilimmaqsarniq-engaging-men-boys-reducing-violence-women-girls

Strategic Plan for Inuit Violence Prevention and Healing, by Pauktuutit Inuit Women of Canada, 2016. https://www.pauktuutit.ca/wp-content/uploads/StrategicPlan_English.pdf

White Ribbon Campaign (an international movement of men working to end violence against women and girls) website. www.whiteribbon.ca



*“ I am not what happened
to me. I am me.”*

– Nancy Etok

Nancy Etok

National Inuit Role Model

Kangiqsualuijuaq, Nunavik

Vice Principal, Ulluriak School,
Deputy Mayor

Translator, student counsellor.

Initiator of the Compassionate School Approach, Involved with the Qarmaapik Family

House Project and The Annual Community Parnasimautik Meetings.

Volunteer.

Member of the Kangiqsualuijuaq municipal council.

Safe person for both children and adults. Positive and solutions-oriented role model. Source of balanced knowledge, between the modern and traditional. Helpful on many levels: personal, professional and legal. A truly accomplished human being.

Goes into great detail about how to communicate around trauma and how to take care of oneself.

Main paraphrased messages:

Patience while doing outside activities creates a space for self-reflection and peace.

Role models have had a big impact on me. Everyone I meet teaches me something.

Culture is identity.

Traumatized people need guidance from others and a safe space to reconnect with their strength.

It's important to be self-aware, particularly our triggers in order not to project conflict in relationships.

We are challenged with finding balance between two worlds: traditional and modern. It requires a lot of patience to work that through.

Trust is essential to relationships. It means you can show your vulnerability to the other person.

The only way some people know how to deal with negative energy is through violence because it silences the issues they feel.

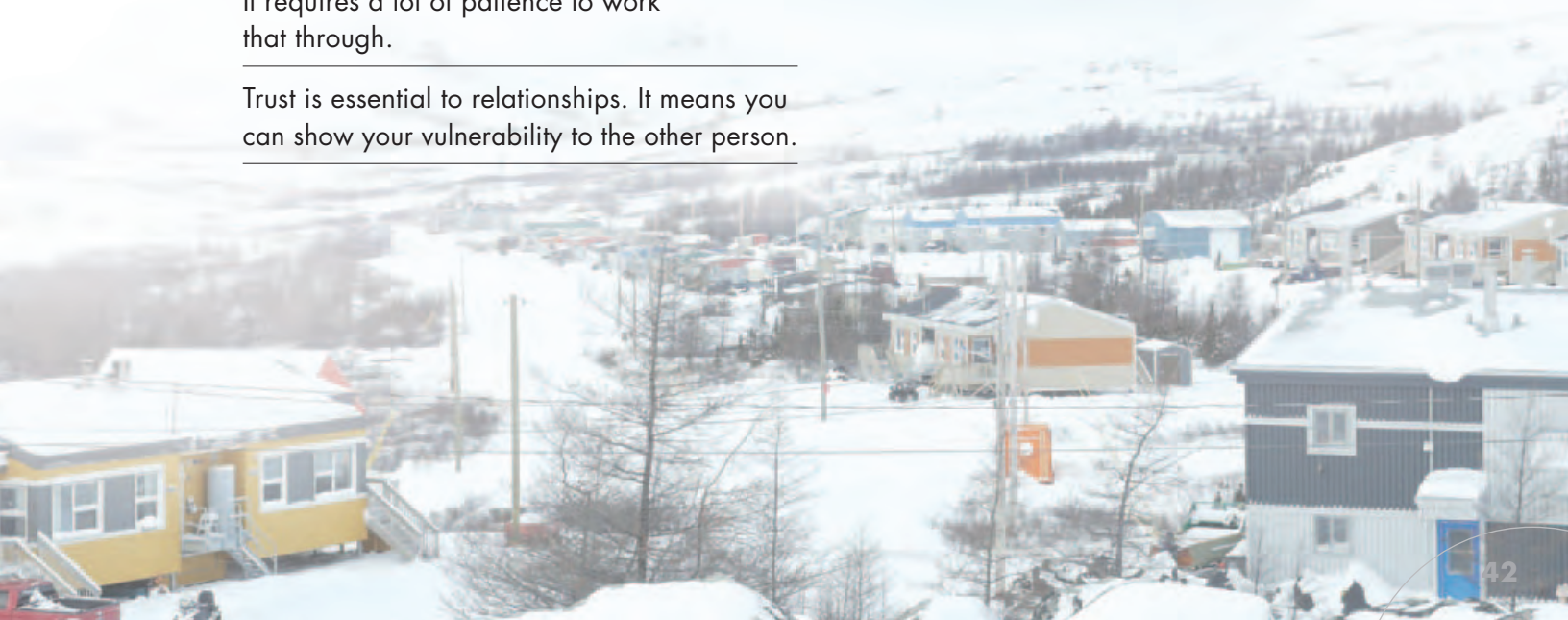
A good way to help a person with anger is, instead of saying, 'what's wrong with you?', is saying, 'what's happening to you?'

Sharing your story with that person helps them hope again that they can heal.

Learning to express your feelings through healing groups helps youth.

People don't know how to express hurt. They haven't been shown how.

Inuit values are crucial to our survival.





“Self-reflection and patience with one’s emotions make one feel better and avoids anger.”

– Kendra Kudlak

Kendra Kudlak

National Inuit Role Model

Ulukhaktok Inuvialuit

Peer to Peer Youth Role Model

School Worker, Youth Centre Worker,

Member of the Ulukhaktok western drummers and dancers

Youth Member in the language revitalization initiative.

Kendra is a beautiful example of a peer-to-peer positive role model. She is the sweetest and most smiling role model.

Main paraphrased messages:

Traditional activities make me feel good inside.

My role models are a bit older than me but still my peers. I see how they manage on their own to figure stuff out.

The knowledge of the elders is needed by youth.

Healthy relationships means taking care of one another. It means talking every day and ending on a good note.

Doesn't believe social expectations should be different between boys and girls.

Patience with one's own emotions in a day creates happiness.

Trust means being able to talk to somebody openly without being afraid.

Children learning to work together to become stronger is a way to curb violence that can happen later on.

Thinking about your feelings (self-reflection) can help you avoid becoming angry.

Community and cultural activities bring people together and that makes them happy. Gives them something to do.

Being there for someone else makes me happy.

Working at the school makes me happy and the kids give me hope.

I ask for help when I can't figure things out.

Message: it may feel hard now, but you will get past it. Hard times pass.



Sample Group Confidentiality Agreement

Group Guidelines

1. Opening prayer is encouraged.
2. Everyone is told trust is very important!
3. The group must be faithful in the confidentiality of the men to each other.
4. What you hear here, stays here. What you see here stays here. No gossip.
5. During the meetings, the chair will ask if anyone would like to talk.
6. Only one speaker at a time. If someone is speaking, we all listen until that person is done.
7. If someone needs one-on-one counselling, it is available.
8. Everyone sits in a circle.

Confidentiality

- I understand and agree that I keep everything that is shared in the group confidential, and not share it with anyone else.
- I agree to safeguard the identity of those in the group unless I have their permission.
- I understand and agree with the group guidelines.
- I fully understand that if I break the group guidelines or oath of confidentiality there will be consequences such as not being invited back to participate.
- I agree that any breach of this oath may negatively impact others, their healing, and their safety.

Confidentiality Exceptions

These are the exceptions which are mandated by law and a good conscience:

1. When sexual, physical, or emotional abuse of a child is disclosed;
2. When your life or another person's life is in danger; and/or
3. When criminal acts are disclosed.

In these cases, the proper authorities will be notified and appropriate procedures followed.

Signature of Participant: _____ Date: _____

Source: Kivalliq Counselling and Support Services Sample Consent Form (to Share Information)

Additional Materials

PILIMMAKSARNIQ – ENGAGING MEN AND BOYS IN REDUCING VIOLENCE AGAINST WOMEN AND GIRLS

I, _____ hereby consent MIA to collect personal information for the purpose of providing assistance to you and/or family, refer or advocate on your behalf to the appropriate service (internal or external). Your information may be shared with other agencies by a referral process only, and only with your approval and consent. In accordance with PHIA (Personal Health Information Act) and FIPPA (Freedom of Information and Protection of Privacy Act), all information and data collected will be held in strict confidence.

(Name of Client/Family)

(Date)

(MIA Employee)

(Date)

Source: Kativiik Program, Manitoba Inuit Association

This acronym is still changing as we work to better understand gender and sexual diversity. Other terms being used include questioning, asexual and intersex. For more information see Two Soft Things, Two Hard Things (a feature documentary made in Iqaluit, Nunavut), by MKW Productions Inc., 2016. <https://twosofttwohard.com> and Canadian Centre for Gender and Sexual Diversity website <https://ccgsd-ccdgs.org/>

Additional Materials

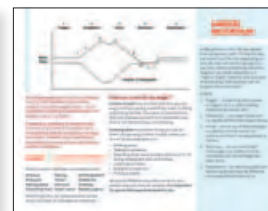
Fact Sheet – Addictions, by Embrace Life Council

<http://inuusiq.com/resources/addiction/addiction-overview/>



Fact Sheet – Coping with Anger, by Embrace Life Council

<http://inuusiq.com/resources/violence/posters-brochures-educational-material-and-front-line-resources/>





“We have to take care of ourselves and we’re responsible for our wellbeing. It’s up to us to heal ourselves from anything.”

– Lars Qaqqaq Youth Role Model



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PAUKTUUTIT
INUIT WOMEN OF CANADA
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