

February 2025



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PAUKTUUTIT
INUIT WOMEN OF CANADA

SULIQPITA

News from Pauktuutit Inuit Women of Canada



// *At Pauktuutit, we continue to push forward,
always keeping Inuit women and families at
the heart of our work. //*

Nancy Etok - Chair of the board , Pauktuutit



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Message from the Chair of the Board: Nancy Etok

I hope you all had a wonderful holiday season, filled with warmth, good food, and time with loved ones. As we step into a new year, I want to take a moment to reflect on where we've been and where we are headed.

Winter is one of my favourite times of year. There's nothing quite like being out on the ice, fishing, surrounded by the quiet beauty of the land. It's a time to pause, reflect, and reconnect. No matter how busy life gets, I always find peace in those moments. I hope you have also been able to enjoy the season in ways that bring you comfort and joy.



At Pauktuutit, we continue to push forward, always keeping Inuit women and families at the heart of our work. In November, I had the privilege of attending the Inuit-Crown Partnership leaders meeting. These gatherings are so important because they bring Inuit leaders together to collaborate, advocate, and ensure our voices are heard at the highest levels. It was great to sit alongside other Inuit leaders, to share our priorities, and to work towards meaningful change



Nancy Etok with Lisa Qiluqqi Koperqualuk (President, ICC Canada) and Johannes Lampe (President, Nunatsiavut) at the ICPC Leaders meeting

We also made an important announcement this winter—our CEO, Rosemary Cooper, will be retiring on March 31. This news is bittersweet. Rosemary has given so much of her time, energy, and heart to Pauktuutit and to Inuit women across Inuit Nunangat and beyond. Her leadership has shaped the organization in so many ways, and her impact will continue to be felt for years to come. While we are sad to see her go, we are also deeply grateful for all she has done.

As we look ahead, we remain committed to carrying forward Rosemary's vision. Through our strategic plan and policy agenda, we are already implementing the changes and priorities that will continue to strengthen the organization and the work we do for Inuit women. We have also been working hard to find an incredible Inuk woman to step into this role and lead Pauktuutit into the future. Change can be difficult, but it also brings new opportunities. We are excited for what's ahead.

We know this is an uncertain time in the world. International events, politics, and division can make the future feel unpredictable. But if there is one thing we know as Inuit, it is the power of community. We have always been stronger together. Now, more than ever, it is important to stand by one another, to believe in each other, and to continue working together for a better future.

Nakurmiik,

Nancy Etok

Chair of the Board

Pauktuutit Inuit Women of Canada

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Nancy Etok - Chair of the board, Pauktuutit



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. Through proactive government engagement, we shape policies that reflect our communities' needs and preserve our Inuit worldview. Our advocacy is informed by our values and principles and our lived experiences, aiming to create equitable representation at all tables.

Standing Committee on the Status of Women's study on violence against women and femicide

On November 4 Pauktuutit CEO Rosemary Cooper spoke at the Standing Committee on the Status of Women's study on violence against women and femicide, demanding urgent action to end violence against Inuit women, girls, and gender-diverse people.

Rosemary emphasized the critical need for Canada to fully fund and implement the Calls for Justice from the National Inquiry into MMIWG. With only two out of 231 Calls completed, she highlighted that Inuit women, girls, and gender-diverse people deserve more than words—they deserve real action. Ending this violence must be a national priority.

Acadia University

On November 15, Rosemary Cooper, CEO, joined Dr. Cynthia Alexander, professor at Acadia University in Wolfville, Nova Scotia. With presentations and lively discussions, Rosemary engaged students by highlighting our policy agenda priorities and advocacy work. The students are eager to learn about Rosemary's role and how Pauktuutit advances the needs, interests, and rights of Inuit women, girls, gender-diverse Inuit, and their families.



CEO Rosemary Cooper with Students at Acadia University.

Inuit Crown Partnership Committee

Pauktuutit Chair of the Board, Nancy Etok, was pleased to attend the Inuit Crown Partnership Committee meeting on November 8, joining Inuit leaders and federal ministers. Nakurmiik to Natan Obed, President of Inuit Tapiriit Kanatami, and Gary Anandasangaree, Minister of Crown-Indigenous Relations, for chairing this important meeting. Discussions centred on Inuit Nunangat policy, education, health, and wellness, all aimed at advancing crucial initiatives for Inuit communities.



Board chair Nancy Etok, with Inuit leaders and federal ministers at the Inuit Crown Partnership Committee meeting



Royal Canadian Mint's new Inuit Nunangat \$2 coin

CEO Rosemary Cooper was honoured to attend the unveiling of the Royal Canadian Mint's new Inuit Nunangat \$2 coin at the National Arts Centre in Ottawa on November 6. Congratulations to Inuit Tapiriit Kanatami, for leading this project, which features designs by Inuit artists from across Inuit Nunangat to honour the spirit of Nuliajuk and our Inuit heritage.



Pauktuutit Policy Analyst Kim Oliver addressing the House of Commons Standing Committee on International Trade

House of Commons Standing Committee on International Trade

On November 25, Pauktuutit Policy Analyst Kim Oliver addressed the House of Commons Standing Committee on International Trade, highlighting systemic barriers faced by Inuit women entrepreneurs. From housing shortages to limited broadband and funding challenges, these systemic issues affect economic participation. Yet, businesses led by Inuit women, grounded in cultural values, are vital contributors to households and communities. Pauktuutit called for federal investments in housing, infrastructure, and tailored supports.

Watch in full here: <https://bit.ly/4957KZA>

The Third National Indigenous-Federal-Provincial-Territorial (IFPT) Roundtable on Missing and Murdered Indigenous Women, Girls and 2SLGBTQI+ People

On January 29 and 30, Pauktuutit attended the National Indigenous-FPT Meeting on MMIWG2S+. Board Member Paige Kimiksana-Kreps represented Pauktuutit, and Dr. Shelagh Roxburgh, Policy Manager for Violence & Abuse Prevention, presented on Inuit-led MMIWG data.

Canada has prioritized commemoration, but the crisis continues. Cases from 2016–2019 remained unchanged—or worse. Critical data gaps persist, especially for Inuit, Métis, and gender-diverse people. Long-term, dedicated funding is needed to map the true scale of this genocide. Pauktuutit remains committed to working with Indigenous partners and allies to close these gaps



Pauktuutit with Natan Obed, President of Inuit Tapiriit Kanatami (ITK), and Melanie Omeniho, President of Les Femmes Michif Otipemisiwak (LFMO)



Inuit representatives at the National Indigenous-FPT Meeting on MMIWG2S+



Indigenous Leaders and Ministers at the National Indigenous-FPT Meeting on MMIWG2S+



Strengthening Partnerships: Advancing Our Strategic Plan with Government Leaders

Between October and December 2024, Pauktuutit Inuit Women of Canada engaged in a series of high-level meetings to advance the rights and priorities of Inuit women. CEO Rosemary Cooper and Director of Policy Yasmina Pepa met with key elected and departmental officials to present Pauktuutit's five-year strategic vision, advocate for Inuit women's human and legal rights, and discuss the implementation of the UN Declaration on the Rights of Indigenous Peoples Act (UNDA). Central to these discussions was Pauktuutit's Inuit-specific GBA+ Framework, ensuring that policies and programs reflect the lived realities of Inuit women.

These meetings included conversations with:

- **MP Lori Idlout**, MP for Nunavut
- **Senator Margaret Dawn Anderson**, NWT (Inuvialuit)
- **MP Shelby Kramp-Neuman**, Conservative Shadow Minister for Women and Gender Equality
- **Krista Apse**, Director General, MMIWG Secretariat
- **Mary-Luisa Kapelus**, Senior Assistant Deputy Minister
- **Patrick Jueau**, Director General, MMIWG
- **Genevieve Tremblay**, Director General
- **Heather McLean**, Assistant Deputy Minister, Implementation Sector (UNDRIP)
- **Loretta Landmesser**, Director General, UN Declaration Act Implementation Secretariat
- **Laurie Sargent**, Deputy Minister of Justice
- **Elizabeth Durst**, Department of Justice Canada
- **Janine Stingel**, Senior Researcher and Advisor, UN Declaration Act Implementation Secretariat
- **Jennifer Wheatley**, Assistant Deputy Minister, First Nations and Inuit Health Branch, Indigenous Services Canada
- **Lori-Anne Smith**, Senior Policy Analyst, Anti-Human Trafficking, Public Safety Canada
- **Frances McRae**, Deputy Minister, WAGE

These discussions reinforced the urgent need for Inuit-led solutions, stronger legal protections, and policy approaches that recognize the distinct realities of Inuit women. Pauktuutit remains committed to ensuring Inuit women's voices are heard at every level of decision-making.

<https://pauktuutit.ca/project/strategic-plan>



Meeting with MP Lori Idlout



Meeting with MP Shelby Kramp-Neuman and Ben Lobel



Meeting with Elizabeth Durst from the Department of Justice and Loretta Landmesser, Director General of the UN Declaration Act Implementation Secretariat.



Inuit Sexual Health Network Gathering

From November 11 to 14, we welcomed participants from across Inuit Nunangat to Ottawa for the Inuit Sexual Health Network Gathering. This event brought together members of Inasaat Katimajit—our youth committee—the Inuit Sexual Health Network, and esteemed guests from the Nunavik Midwifery Program, the National Microbiology Lab, and the Northern Birthwork Collective.

The presence of Inasaat Katimajit was especially meaningful. Our youth are at the heart of shaping the future of sexual and reproductive health in Inuit communities. Their fresh perspectives, ideas, and passion are essential in addressing the challenges ahead and creating meaningful change for generations to come.

Throughout the gathering, participants engaged in critical discussions and workshops that addressed key issues in sexual and reproductive health. Sessions explored stigma as a social determinant of health, the impacts of reproductive coercion, and the urgent need for policy advocacy. Pauktuutit led important conversations on advancing Inuit midwifery, including a dedicated session on the Inuit midwifery framework. Hands-on workshops, such as client journey mapping, provided practical tools for improving care, while discussions on managing the syphilis crisis underscored the need for urgent, community-driven responses.

These sessions strengthened our collective efforts to improve sexual and reproductive health services for Inuit and reinforced the importance of Inuit-led solutions. Thank you to everyone who participated and contributed their knowledge, experiences, and commitment to this vital work.





Pauktuutit Portfolios

Health

National Inuit Midwifery Framework

Work on Pauktuutit’s National Inuit Midwifery Framework is progressing, marking a key step in strengthening Inuit-led midwifery services across Inuit Nunangat. The framework is designed to support, guide, and expand midwifery service delivery, ensuring culturally grounded care for Inuit communities.

Significant progress has been made through ongoing engagements with the steering committee, which includes representatives from health departments and midwifery regulatory bodies. We are now conducting final rounds of engagement and preparing the draft framework, remaining on track to complete this work by the end of the current fiscal year.

Research on Midwifery Legislation, Service Delivery, and Education

Research is underway on midwifery legislation, service delivery, and education programs to support the framework and inform evidence-based policy recommendations. This work will help strengthen public health policies aimed at improving access to midwifery and reproductive healthcare for Inuit women and gender-diverse Inuit.



Social and Economic Development



Housing and Shelters

Pauktuutit participated in the biannual face-to-face meeting of the Inuit Housing Caucus and the ICPC Working Group of federal partners ITC offices in Ottawa in November. A consistent concern raised by Inuit is the federal government's lack of adherence to the spirit of the Inuit Nunangat Policy and the minimal co-development taking place.

At the same time, Pauktuutit is ramping up a major research project on housing and shelter outcomes for Inuit women and gender-diverse Inuit across the four regions. This initiative prioritizes Inuit data sovereignty while equipping Pauktuutit with the evidence-based policy recommendations needed to drive meaningful change. Engagements and research applications are rolling out in collaboration with regional partners.

Food Security

Pauktuutit will be attending the biannual face-to-face meeting of the Inuit Food Security Working Group in Iqaluit. This ICPC working group continues to push for greater transparency and accountability in federal food security programs, including Nutrition North Canada. We are advocating for expanded support for traditional food harvesting and urging both Inuit and federal partners to rethink food security strategies in ways that prioritize Inuit food sovereignty.

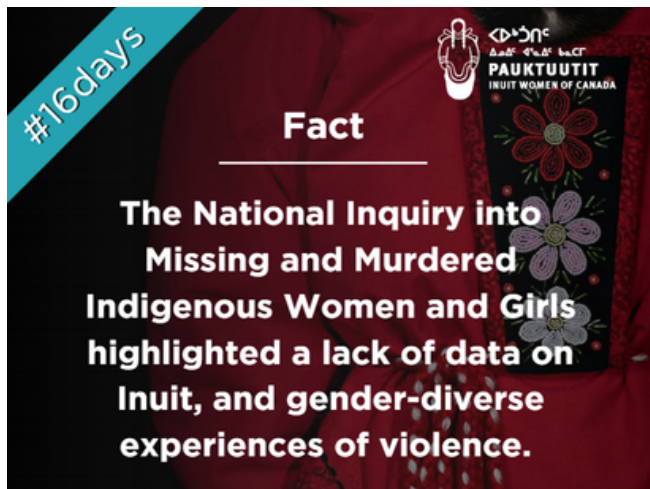


Violence, Abuse Prevention & Justice (VAP&J)

MMIWG Data

Pauktuutit continues to collaborate with Les Femmes Michifs Otipemisiwak, the Ontario Native Women's Association, and 2 Spirits in Motion to address data gaps for Métis, Inuit, and 2SLGBTQ+ people.

On January 29, we presented our MMIWG data work at the Indigenous FPT meeting. Looking ahead, we will be attending the MMIWG2S+ Urban Indigenous Action Group conference on February 3–4. Later in the month, we will hold an in-person meeting on February 24–25 with our partners to explore research and data opportunities.



Indigenous Justice Strategy

We have received funding to support engagement on Inuit justice systems and will be hosting a gathering in February to share knowledge. This event will bring together Elders, youth, and Inuit legal professionals to discuss Inuit-led approaches to justice.

Additionally, our Indigenous Justice Strategy report and chapter of recommendations will be released soon, providing key insights and policy recommendations.

UNDRIP

Planning is underway for a consultation on the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). This session will focus on key intersections such as child welfare, food security, and health access. Community members interested in participating can contact us through our website for more information.

Intimate Partner Violence & Engaging Young Men and Boys



On November 20, Pauktuutit hosted a Saimaniik Workshop for legal professionals in Yellowknife, focused on cultural competency and improving legal responses to Intimate Partner Violence through an Inuit-specific lens.

Pauktuutit is actively building partnerships to support local and regional organizations in delivering similar workshops. We look forward to sharing updates from our partnership meetings in the next newsletter.

Policing

We will release our report on policing in April. It examines the ongoing lack of progress on recommendations from past inquiries, investigations, and reports. This work highlights the need for urgent action to address systemic failures in policing for Inuit communities.





Inuit Specific GBA+ Framework

Building Internal Capacity

We have begun developing an ISGBA+ Staff Training Program, which we aim to pilot with all staff this summer. To ensure the training reflects the diverse learning styles, experiences, and expertise within our team, we have conducted initial engagement sessions with staff. In March, we will present an overview of the training curriculum and hold an in-person engagement session with the executive members of our Board.

We are excited to see how the curriculum evolves and look forward to sharing this training with external partners by next year.

Indigenous Partners GBA+ Working Group

This work aligns with Pauktuutit's ongoing participation in the Indigenous Services Canada – Indigenous Partners GBA+ Working Group. In collaboration with ISC, CIRNAC, and other Indigenous organizations, we are helping to develop a culturally relevant GBA+ training program for public servants and a knowledge-sharing platform for partner organizations. As our ISGBA+ Training Program progresses, we will share resources with the working group to further support the advancement of Indigenous-led GBA+ approaches.

What is Inuit Specific GBA+?

Pauktuutit Inuit Women of Canada's Inuit-Specific Gender-Based Analysis Plus (ISGBA+) Framework is the foundation of our work, integrated with Inuit Qaujimajatuqangit, it shapes policies and advocacy to reflect the voices, values, and lived experiences of Inuit women and gender-diverse people. More than just a tool, it ensures decision-making is rooted in Inuit realities, moving beyond assumptions to meaningful inclusion. By prioritizing Inuit Qaujimajatuqangit (IQ) and lived experience, the framework supports policies that respect Inuit knowledge and leadership.

Since colonization, Inuit women and gender-diverse people have been excluded from decisions affecting their lives, leading to policies that fail to address their unique needs. The ISGBA+ Framework provides a clear mechanism to define Inuit worldviews and ensure Canada upholds its legal and constitutional obligations to Inuit rights, safety, and self-determination. It recognizes the ongoing impacts of colonialism and works to address systemic inequities through informed, culturally relevant policy-making.

The ISGBA+ Framework guides all aspects of our work, ensuring decisions align with Inuit ways of knowing and being. It incorporates Maligait (Inuit laws), IQ principles, and Inuit-led research to create lasting, meaningful change. By using this framework, our partners move beyond token inclusion to real collaboration, uplifting Inuit voices and ensuring Inuit women and gender-diverse people are empowered to shape their own futures.

[Learn more: pauktuutit.ca/isgba](https://pauktuutit.ca/isgba)



Board Members Update

Our Board Members are the heart of Pauktuutit, representing the diverse communities across Inuit Nunangat. These remarkable women bring their lived experiences and the unique needs and perspectives of their communities to the board. Their dedication, advocacy, and knowledge are instrumental in guiding Pauktuutit's work towards empowering Inuit women, children, and gender-diverse individuals across the region.

- Chair – Nancy Etok, Nunavik, Ungava
- Vice Chair – Lois (Looe) Mike, Qikiqtani South
- Secretary-Treasurer – Paige Kimiksana-Kreps, Youth, Urban
- Nunatsiavut – Vanessa 'Sissy' Webb
- Nunavik, Hudson – Vacant
- Nunavut, Iqaluit – Vacant
- Qikiqtani North – Laisa Audlaluk-Watsko
- Kivalliq – Nancy Uluadluak-Gibbons
- Kitikmeot – Josephine Tucktoo
- Inuvialuit – Kourtney Wolkie
- Urban, Happy Valley-Goose Bay – Vacant
- Urban, Yellowknife – Louisa Alunik
- Urban, South-East – Priscilla Kukshuk
- Urban, South-West – Lillian Lundrigan
- Youth, Inuit Nunangat – Kailey Webb-Nochasak



Back row, left to right): Josephine Tucktoo, Kourtney Wolkie, 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, Loee Mike, and outgoing member Sarah Idlout. Not pictured: Louisa Alunik, Priscilla Kukshuk, Lillian Lundrigan, Kailey Webb-Nochasak

Follow us on social media for more information about the upcoming call for nominations before our AGM



Looking forward

As we move into spring, the longer days and the shift in seasons bring a sense of new energy—a reminder that growth and change are always possible. This is a time to refocus, take on new challenges, and continue the important work ahead.

With Parliament anticipated to resume in March, we remain committed to moving forward on the priorities that matter most to Inuit women, gender-diverse Inuit, and our communities. No matter what changes may come in the political landscape, our focus stays the same—ensuring that the necessary work continues. Change takes time, persistence, and collaboration, and we will keep pushing ahead, knowing that real progress happens through dedication and collective effort.

We are in the process of recruiting a new President and CEO, and a new Vice President of Operations, an important transition for our organization. Leadership changes bring new perspectives, fresh ideas, and renewed momentum, and we look forward to introducing our new CEO in the next newsletter. This is an exciting step forward, and we are eager to continue building on the strong foundation that has been laid.

April will also mark another fresh start—we will be launching our new website! This update will make it easier to find resources, learn about our work, and stay connected with us. We look forward to sharing it with you and hearing your feedback.

With these changes on the horizon, we also want to take a moment to acknowledge and thank Rosemary Cooper, our current CEO, for her years of leadership and dedication. Rosemary has led with vision and heart. Under her leadership, we have strengthened our advocacy, deepened our partnerships, and continued pushing for lasting change in our communities.

Rosemary's work has made a lasting impact, and we are extremely grateful for all she has done. While leadership may change, the foundation she has helped build will carry forward. Naqurmiik, Rosemary, for your hard work, your heart, and your dedication to this important work. We wish you all the best in your retirement and look forward to celebrating your many contributions in the months ahead.





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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