



Pilimmaksarniq

ENGAGING MEN AND BOYS IN REDUCING VIOLENCE AGAINST WOMEN AND GIRLS

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Note to the Reader

This publication is intended to help Inuit men work with other men and boys to reduce violence against women and girls in Inuit communities.

This 'toolkit' of activities can be used with sharing circles and talking groups.

The exercises are ideal for group discussion and some exercises are for individuals. Some activities are geared toward a younger audience and some to an older audience. The goal of the exercises is to add something to each meeting after the discussion. These exercises 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.

Quotations in text boxes are from counsellors working with men's group.

This is an introductory tool.

In the section for healing exercises, the leaders of the men's group will be referred to as a "facilitator" and the men and boys who join the healing group will be referred to as "participants."



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Reseau Qajaq Network is a community organization dedicated to help men deal with the issues they face in today's Inuit society.

Kivalliq Counselling and Support Services (KCSS) are part of the Pulaarvik Kablu Friendship Centre and support many of their outreach programs. KCSS is also the main driver behind the Angutiit Makigiangninga (Men Rising Up) group in Coral Harbour.

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INTRODUCTION

Our culture is our strength. It can help us when a person has been through a traumatic event. It takes time and support to heal. Some people who have not had that time or support may act violently toward others or themselves. It is our hope that this toolkit will help support the healing of Inuit men and boys.

We understand that violence affects everyone and that it takes both men and women to stop violence in our communities. This toolkit was made possible with a grant from the Women's Program of Status of Women Canada. Pauktuutit Inuit Women of Canada is an organization that, in part, aims to help Inuit women achieve equality in Canada. This opportunity allowed Pauktuutit to work closely with men in the community to create this toolkit together and to ensure that men have a voice in the efforts to end violence.

Pauktuutit 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. There are some men who may feel uncomfortable with the changing role, status and increasing independence of many Inuit women in our communities. It does not have to be 'us' and 'them.' No one is asking to put one in front of the other. There is room and equal value for both.

These principles guided the creation of this toolkit:

- Both Inuit men and women have a role to play in ending violence in the community;
- Both men and women can be violent or abusive;
- It is important to have healthy families and wellness programs; and
- Everyone has the capacity to heal.

This toolkit is divided into two sections. The first section supports and connects natural helpers in the community who are interested in starting healing work with men in their community, or joining a network like Réseau Qajaq Network, or the Kivalliq Counselling and Support Services. The second section shows how a counsellor may support individual healing through group sessions and take-home independent activities.

USING THIS TOOLKIT SAFELY

This toolkit includes discussion ideas, group and individual activities to help illustrate the healing process. Inuit men's groups identified the major priorities and themes from their own experience of what people in their communities struggle with.

Although there are many things that men can do to organize and help out in the community, leaders of healing and counselling groups do require training. This is meant to keep the men you are counselling safe. This is also to keep their partners and family safe.

Counsellor training is very important to help the individual and the group in the following ways:

- To identify, intervene and stop aggressive and threatening behaviour;
- To identify, intervene and stop warning signs of dangerous thoughts and actions (such as suicide or intentions to cause harm);
- To identify, intervene and stop racist, woman-hating, discriminating or hate-filled words or behaviours;
- To safely address triggers¹ during counselling sessions; and,
- To observe and assess body language to determine if a trigger was experienced and has subsided.

Women's groups are also involved in this work to support men's healing because it can directly affect the health and wellbeing of women and children.

Finally, if the healing and counselling group is not something you can undertake at this time, there are other helpful ways to give men opportunities for healing in the community. You don't need training to fundraise for existing men's groups or to organize activities for men such as hunting or on-the-land excursions. Even afternoon activities in the community like volunteering for a food drive or awareness campaign can help.

1. "Trigger" is a term for the reminders that make people re-live a traumatic experience. It can be anything such as a person, words, places, sounds, or smells. It is a subconscious reaction that may cause intense distress. Sometimes people may be triggered by something they can't identify.



Starting a Men's Group

PART 1

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COMMUNITY AND INDIVIDUAL READINESS

Community Readiness

Community readiness means having enough supports and healing activities in place in order to properly begin talking about an issue. This also means that the community has acknowledged there may be a problem. When you talk about an issue like violence, and people's experiences come to the surface, there needs to be support for them.

Some communities are more prepared and ready to discuss violence and start healing and counselling groups after a crisis event. It is a constant reminder of the persistence and vigilance of natural helpers to encourage leaders and community members to prioritize violence prevention and to support groups like yours.

Individual Readiness

As much as natural helpers and counsellors are good listeners, some people may not be ready to speak.

Qajaq Network counsellors have had public information sessions about their organization and the supports they provide. These group sessions are announced on the radio and they meet in person for tea and snacks. There, the men hear what Qajaq is all about and see if it is something they are interested in.

Being visible and accessible to men in the community is the way you can show that you are there for them when they are ready. Keep inviting men to come, but do not force them to speak if they are not ready. The Qajaq Network also had a successful campaign where they printed up individual, personalized invitations to men to join their group. The invited men had felt like someone cared and felt encouraged to reach out to Qajaq counsellors.

“People who are ready for help come to this conclusion on their own.”

A NATURAL HELPER

It begins with a natural helper within the community. Men's healing should be started by a man who is a natural helper in his community. In starting a men's group in the community, a natural healer may be someone who:

- Can identify people who may need help;
- Remain open to everybody and treats men and women equally;
- Can help men by sharing his own life experiences;
- Can give encouragement to others;
- Is visible in the community;
- Can listen to others without judgment; and
- Promotes non-violent ways of dealing with strong emotions.

There are a lot of role models in communities who are not looking to be role models. They may not want to be seen as putting themselves above others or be scrutinized by people in the community. They can, however, be powerful allies for men's healing.

Both Kivalliq Counselling and Support Services (KCSS) and Reseau Qajaq Network work by supporting natural helpers and men's healing in the communities.

If you are a natural helper, it is important to find some other men who are natural helpers in your community so that together you may start a men's group. It is important to share and help each other to support men in your community. No one can do this work alone, and you can be part of a network of men helping other men.

There may already be other kinds of men's gatherings in your community. Participating and helping to fundraise may be how you can help. Connecting to other men's groups in other communities, seeing how they work and asking for training can all help you better prepare to help others.

The next pages of this toolkit describe how you may better connect and set up a men's group. You may feel more confident and more skilled to help others if you also have some training. There may be opportunities to receive training such as workshops or men's group retreats, which may be offered or provided through other organizations such as KCSS and the Qajaq Network. It is important to maintain contact with these organizations to see what may be available or how to help support each other.

"It's important to encourage others to believe each day they can do better."

TRAINING AND NETWORKING

Men's groups in the North are working with traditional Inuit counselling and modern southern social work approaches.

Knowing what services and training are available in the community may help you. Perhaps your training can be supported by the hamlet, provincial or territorial government, regional land claim organizations or other Inuit organizations.

Please refer to Appendix 2 for a list of possible trainers or training programs.

If the training you desire is not available to you yet, you may want to get started on other kinds of networking.

Finding three or four other men in your community who want to help may be a challenge. You cannot do this work alone, nor should you have to. Working together you can establish what kind of group you want, how it might work and develop some guiding principles. You may want to begin by inviting men to come together socially first.

When you and your 'core group' get together there may be activities you can do with the men in the community that will not require counsellor training.

For example, you may want to be seen around the community doing things that benefit everyone such as helping out with community events. Working with, volunteering or helping out with schools or organizations will promote your group as being visible, trusted and accessible. This way, if you do receive training and want to expand the focus of your group, you will already have some people in the community to support and promote your work.

“Counsellors receive training, but they also bring their life experiences to the table.”

STARTING A MEN'S GROUP

Preparation is required before you start your men's group. If you and your core group of men have received some counselling training, you may be ready to start a local men's healing group in your community. Some communities are more ready for this type of group than others. It is always important to have support from community leaders. They may help to promote your group, share resources, or provide financial or logistical support.

It will be helpful to community leaders, or any new men who are thinking of joining your group, to know what it is all about.

Foundation documents are vital for grounding your work, and showing others the expectations you have of them. They don't have to be written down, but it is important that they are clear, remembered and understood. When you are ready, you can decide on things like the following.

About the group:

- What is your group called?
- What is your purpose/goal?
- How are you going to achieve that goal?
- What do you believe in?

The men in the community should know:

- Where can someone find your group?
- Can they speak with you alone?
- How will the group be confidential?
- When do you get together? How often?
- What do you do when you're together?
- Who can join your group?
- How can others help?

It may be that your group wishes to write down your foundation documents so that you have a goal, clear objectives and guiding principles (your core beliefs).

Organizing these into a framework will help you to gather allies. Men's groups are stronger when they are built upon partnerships with the community. You may already have strong connections with front-line service providers (health care workers, shelters, police, teachers, social workers, etc.) Other groups, such as hunters and trappers and women's organizations can also be strong allies. There's no reason to do this work alone, and we can all support each other.

YOUR GROUP FRAMEWORK

The men's group you are starting must have a structure to rely upon. This structure is a combination of your foundation principles, as well as the process that ensures the safety and security of the men in your community who come to your group.

About your group

Your group's name and foundation documents:

- The goal, guiding principles, how you hope to reach your goal.
- Who is supporting your group, who are the allies?
- Who are the core group of men, how can they be reached, how are decisions made by the core group of men?
- How will you ensure the confidentiality of those who join the group?
- How, where and when will men and boys in the community reach out for help?

For your participants

- Who can join and how;
- Expectations for the men participating in your group;
- Rules or guidelines for the group (see example in Appendix 1);
- Any forms or safety information;
- An Oath of Confidentiality (see Appendix 1); and
- Other things they should know.

What kind of image and impact do you want your group to have? What does that look like?



FUNDING TEMPLATE

This template is an example of what may be asked of you if you require funding for your group. It is also helpful to have this information ready for any supporters or allies to use to help promote your group.

Main elements include:

Goal:	What does your group hope to achieve?
Objectives:	How are you going to make this happen?
Activities/Deliverables:	What will you do to make this happen?
Short-term Results:	What will be different in the next few years because of your group?
Long-term Results:	What will be different in the next 10-20 years because of your group?
Budget:	What are the costs involved?
Partners:	Who supports your group, and do you have a letter of support?
Evaluation:	How will you know your group is working?

An example of some the funding elements are:

Our goal is to support Inuit men and boys in the community to heal from past trauma in a healthy and safe way.

Our objectives are to:

- Provide Inuit men and boys with a culturally safe place to come together and heal;
- Provide an inclusive, positive and accessible counselling service by treating everyone with respect, understanding, and openness; and,
- Work with other groups, organizations, and the leadership to ensure that together we end violence in our community.

Activities/Deliverables:

- Hold group meetings/calendar of meetings;
- Outreach to men in the community/an example of the invitations, posters, radio announcements; and
- Provide individual counselling services/brochure or document showing what your group does such as counselling materials.

An established organization and partner may also be able to help complete funding forms. Please see Appendix 3 for other possible funding opportunities.

LOGISTICS AND ORGANIZATION

Establishing a calendar of meetings may help the men and boys in the community know what events are going on that your group is facilitating. A routine like this may also help the men and boys in your community feel like they can join at any time, and not feel pressure to join in right away.

Giving information at the beginning of a meeting can help take away fear of what might happen. A set agenda or process is important not only to give confidence to participants of what to expect, but their repeat attendance will make them feel familiar and take ownership of the group as well. They'll know the ropes and feel more confident sharing and working with others.

Fundraising may be accomplished for supporting your group, but you may have to find money for renting a meeting space and coffee or snacks.

Every group has their own meeting agendas and hours. An example of meeting agenda might look like this:

1. Arrive and get coffee.
2. Meet with new members to 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.

There may be times when the men and boys require additional counselling or specific help outside of the group sessions. If you have a list of additional resources such as crisis and emergency phone numbers, have them printed and ready for participants to take at group meetings (see Appendix 4).

If you and your core group of men are also providing individual counselling, let the participants know who might be available to talk this week (in case anyone from the core group is out of town or travelling).

It may also be useful to print up a calendar of your meetings. You can indicate which of the core group men will be leading the group, and if there are any community events to participate in.

Healing Activities

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SELF-AWARENESS AND SELF-ESTEEM

Part of being self-aware and having self-esteem is getting a better idea of the big picture and in turn your role in it. This will have already happened once, because you have come to an information session or a group meeting and have already identified yourself as someone who might need help.

Self-awareness is knowing yourself, how you separate feelings and actions and how you are likely to think and react to different situations. It is being able to examine memories to analyze feelings and actions without reliving them emotionally. It can also mean that you are in the group and can relate to experiences and perspectives you hear and apply them to your own life.

Self-esteem is often referred to as taking pride in oneself. It is more than self-awareness because it means you have taken steps to forgive yourself for mistakes in the past.

**YOUTH – GROUP Exercise:**

GOAL: To identify and build positive perceptions about oneself.

You will need: Tokens (pennies, rice, or something small and inexpensive) and a container or bag for each participant to hold tokens.

1. Give each participant a container or bag that is empty.
2. Start in a circle and say something nice about yourself and grab some tokens.
3. Pass the tokens around the circle and everyone takes a turn saying something nice about themselves.
4. Repeat this until everyone has tokens.
5. Now, the person who started will give some of their tokens out to people, saying something positive about them and putting tokens in their container or bag.

Note: The counsellor may want to put tokens in everyone's container in recognition of their positive traits.

INDIVIDUAL Exercise:

Over the next week, or in the time between group meetings, you will be collecting coins. Each time you think something positive about yourself or do something good for yourself, collect a quarter or loonie. Bring the coins you collect to the next meeting.

Follow-up: After conducting the group activity in one session and having the men complete the individual activity during the week on their own, they will arrive with coins. It may be good to have a follow-up discussion on how they feel about the exercise and what they thought while collecting (or not collecting) coins. Pool the money to start the fundraising for group activities or as a donation to someplace you all agree on. For every good thought, there are good outcomes for everyone.

“Clients must accept it is not strange to talk in order to heal.”

EXERCISING CONTROL

Of all the things you can control, your thoughts, feelings and actions are those that you are responsible for. There are some people who try to control everything and who may even get mad when things happen that they can't control.

Control is a decision. You can decide if you will act (or react) in a certain way. You can decide if you will feel a certain way if something happens and if you let that feeling take you over. You can decide if you let your thoughts take over.

There are times when people say they've "lost control." But "losing control" is a decision you make. "Losing control" could be by being drunk or high. In this circumstance, this means that you chose to consume something that lowered your inhibitions but you are still responsible for your thoughts, feelings and actions.

**GROUP Exercise:**

GOAL: To identify if someone is trying to control something outside of their control.

You will need: Paper and pens.

1. Hand out blank paper and pens and ask the participants to write down or draw things that they are happy to have control of on one side of the paper (for example when to go to sleep).
2. Then ask them to share what they've done and add more if they hear something they agree with from another participant.

Note: Stop them if they say they control something that is not their own thought, feeling or action. Ask them questions like "is this yours to control?" or "is this control you share with someone else?"

3. Ask participants to flip over the paper and write down or draw things they are happy they can't control (for example when bad weather rolls in).
4. Discuss the answers with everyone again and ask if there is something they are controlling that doesn't need to be controlled.

Note: Being controlling may not be an issue for every participant. What this exercise will reveal is if someone is stressed or adding a lot of pressure on themselves for something that is not their responsibility.

INDIVIDUAL Exercise:

It's important to take positive steps to control your thoughts, feelings and actions in a way that is healthy and makes you proud. Think about and write down (or remember for the next group meeting) an example of the following:

1. A time when I stopped my thoughts from taking over;
2. A time when I did not let a feeling consume me; and
3. A time when I did not act on impulse and thought about the consequences.

Follow-up: Discuss the three examples in the individual exercise with the group.

"There's a lot of power in putting someone down."

DEALING WITH ANGER

Anger is a strong emotion. It is the most closely related to violence in our communities. Anger can be managed because, like exercising control, what we do with our anger is a decision. You cannot choose what may cause you to be angry but you decide if you will stay angry, how long you will be angry and how you will express or act on that anger. Everyone feels angry at times. There are healthy ways to express it, like talking about it, and unhealthy ways like hurting someone.

These feelings are valid, but it is what you do with them that counts.

**GROUP Exercise:**

GOAL: To realize the impact and long-term effects of hurtful remarks.

You will need: Paper (cut out in the shape of a person) and tape.

1. With one piece of paper in the shape of a person, ask participants to sit in a circle.
2. The participant will yell an insult and then rip a piece of paper off the person.
3. Continue around the circle until the paper person is ripped apart.
4. Now go back around the circle in reverse (the last participant ripping the paper person should start this round).
5. The participant will apologize and tape their ripped piece back together.
6. Continue until everyone has apologized to the paper person and taped it back together.

Note: Point out that even though you have apologized, you can still see the lines and scars of the hurt that was caused. The insults might have also been shouted, and the apologies much quieter. Discuss.

INDIVIDUAL Exercise:

This week (or in the time before the next group meeting) think about a person that you admire who you've never seen act out in anger. Ask them if it is okay to talk with them about this. If this is okay with them, ask about what their strategies are for dealing with anger. What do they think about? What stops them from acting out in anger? See if anything they say can be a strategy for yourself.

Follow-up: Anger is a powerful emotion. There are various strategies that are used to stop anger-filled thoughts from escalating into negative actions. When the group comes back the following week, ask if they have met with someone they admire and how they deal with anger. With the group, write down the different strategies and see if they are strategies that stop anger-filled thoughts, stop anger-filled actions or stop the feeling of anger from consuming them. Are there additional strategies that the participants use already? These strategies can become your tools for dealing with anger.

“We’re not supposed to carry our anger forever.”

DEALING WITH JEALOUSY

Jealousy is another strong emotion. It may be the result of many different things such as being jealous of a friend or neighbour for things they own. It could be jealousy over other people's life experiences or happiness. With many couples, jealousy is an issue of power, control, possession, fear and lack of trust. Jealousy is often rooted in insecurity about what we have and who we are.

Relationships are another area where decisions are made. In a healthy relationship both partners decide to be with one another equally. They make some decisions together and some on their own and both choose to invest their time and their heart in the relationship. They will both understand that they do not have a right to each other's decisions, mind and body, and openly discuss their fears about the relationship and accept each other as they are. Jealousy happens when someone might not feel adequate. They are bringing their own insecurities to the relationship. But it is up to you to turn it into something positive like talking and communicating. It is not up to you, or is it your right, to control how your partner thinks, feels or acts.

**GROUP Exercise:**

GOAL: To identify insecurities and carry that weight in real life.

You will need: Backpack, cans of food or heavy objects, sticky labels, pen/marker.

1. Before the group starts, write some insecurities on the labels and stick them on the cans or heavy objects. The list can include "dumb," "ugly," "fat," "bad," "poor," "drop-out," "drunk," "shy," "selfish," "awkward" or other insecurities that have been mentioned in the group in the past.
2. Ask participants to each take a turn loading the backpack with the insecurities they have.
3. Ask them to wear the backpack and walk around the circle to experience the weight and pressure they put on themselves.

Note: These insecurities are things the participants bring to a relationship. Ask them if they would make their partner carry around the heavy backpack. It is not fair to do that to their partner, just as jealousy is not fair to inflict on their loved one.

INDIVIDUAL Exercise:

You might be tempted to blame your partner for your jealousy. But jealousy is your feeling to own – unless you can let it go like you let go of your insecurities in the group backpack exercise. You deserve to be happy and so does everyone in your family. This week think about the insecurities you identified in the group exercise and what may be stopping you from letting them go.

Follow-up: Insecurities are things that we can either actively try to change all the time or things we try to hide from everyone. Jealousy can only harm yourself and your loved ones. Unpacking all of the insecurity you might carry around will take some time. Letting go of those negative self-thoughts and not comparing yourself to others are the first steps in overcoming feelings of jealousy.

DEALING WITH CONFRONTATION

There are times when we are confronted by others. Confrontation may be someone yelling at you, questioning you or it can be a perception of confrontation, like when you feel cornered. It may surprise you or it may affect your sense of pride, safety and well-being. The important thing is that confrontation can be addressed in a good way. By keeping calm and assessing whether it is a person confronting you or a situation you are uncomfortable with, you can be prepared to act in a positive way.

**GROUP Exercise – (2-part exercise):**

GOAL: To reduce tension when confronted and not react instinctively but with a planned action.

You will need: Small paper, pens, flip chart paper, markers.

1. Discuss with the group what situations might result in someone being confronted. Write them down on small pieces of paper.
2. Discuss with the group what steps they would want to remember to reduce their tension when confronted. Examples could be “calm down,” “figure out your options,” “play out a different scenario in your head,” “ensure your safety and the safety of others,” “ask yourself what action you would be proud of,” or “ask yourself if you are being threatening to others.”
3. **Part 1:** Split into groups to invent a way to remember the steps above that the group decided on. This can be a slogan, a tag line, a saying or acronym. Together have the groups present their way to remember the steps to reduce tension and decide on one. Write this one down on the flip chart paper.
4. **Part 2:** Split the group into pairs. Let them know that it will be a role-playing exercise and that they should tell someone if they are feeling too uncomfortable with the exercise. Distribute the confrontation situations that you previously wrote down on small pieces of paper to the pairs. Have them each take turns practicing the steps to reduce their tension when confronted by the scenario.

Note: Role-playing in this way may be triggering. Observe the group closely for signs of people being triggered, for example loud voices, aggressive movements, leaving the room abruptly.

5. Ask the group if the steps are easy to remember in that situation, or make changes if they need modification.

Note: The group may need reminding that the reason to practice dealing with confrontation is to change unwanted behaviour. Instead of reacting to a confrontation and possibly losing control, they are practicing a more positive way to act. The best way to know you will be acting and not reacting is to practice.

INDIVIDUAL Exercise:

In the time between meetings, think about and prepare to discuss ways in which you felt confronted in the past and how you may have reacted in a positive way.

Follow-up: Confrontation may be experienced frequently or not at all in some groups. You may want to keep the papers with the confrontation situations to practice again with the group another time.

DEALING WITH GRIEF

Healing from grief can be a long process. If grief is not healed, another loss can add another layer and compound the grieving process. Healing from grief is not the same for everyone. Everyone experiences it at some time in their life, and some people more than others. All too often grief is only associated with death. It's important to know that grief can also be felt when you mourn the change or end to something else in your life like losing a job, a home, a friendship, or a relationship. These can all cause hurt and you can't necessarily separate the grief you feel about each one. Sometimes losing someone might bring up many emotions, linked with other feelings and events from the past that have not been resolved.

There's no right or wrong way to mourn, and you can't hurry healing.

**GROUP Exercise:**

GOAL: To identify grieving that may already be taking place.

You will need: Box of band aids.

1. Ask participants to put on a band aid for each of the following experiences over the last year:
 - lost a job or changed jobs
 - broken-up with someone
 - death or loss of a family member
 - death or loss of a friend
 - moved
2. Repeat for the past five years.

Note: Layering grief like band aids may be alarming, but counselling is like changing a bandage. You have a wound and to cope with it you've covered it up. Counselling is like taking off the bandage to treat the each wound – it may hurt, but it will help you to heal in the long run.

INDIVIDUAL Exercise:

In the group exercise, you have likely identified some grief you have experienced. What are some signs that you recognize that you know you've grieved? For example, you may be able to think about a loved one who has passed away without being emotional.

Follow-up: There may be times when emotions take over and we are flooded with all the grief that has built up, sometimes over many years. By identifying the ways you have been grieving, by working through it by talking about it and know how to recognize when it has been resolved, you are working to 'remove the bandage.'

FORGIVENESS AND LETTING GO

Not every past is terrible. Most people have a mix of good and bad things that have happened to them. Some even have done bad things to others. Part of healing is asking for and giving forgiveness. What's important to remember is that everything that you are reliving is in the past. It's happened and it's over. By forgiving yourself and others you are moving from the past to the present and future. What you do now is important and the future is important. How do you want your life to impact others? What would make you feel free to be happy?

**GROUP Exercise – (2-part exercise):**

GOAL: To forgive others and forgive yourself.

You will need: Outdoors, paper, pens, fire pit, matches, and water/sand/fire extinguisher. If you cannot have a fire or be outdoors use a recycle bin or trash can.

1. Everyone will write down or draw something that they are ready to move on from. This can be a past relationship, a hurt or pain they have been carrying or an insecurity.
2. Start a small fire. Ask participants what they are burning.
3. Have everyone take turns to burn their paper. (Alternatively, rip up papers, and put in trash can.)

Note: Although symbolic, the participants are no longer physically holding on to their past, and are letting it go.

INDIVIDUAL Exercise:

This week (or the time before the next group meeting) there may be items in your house that you are keeping that may be holding you in the past or hold bad memories. Perhaps there are items that have not been used for quite some time that others may benefit from. Organize a clothing exchange or an odd-and-ends exchange. No money is needed and everyone you invite can bring things they don't use and take away some new things.

Follow-up: Forgiveness and letting go are often the last feelings and actions that are necessary to end a healing process. They are often not talked about since many people are still living and re-living their pain. Much like grieving, it is okay and healthy to let things go. We are not meant to carry our burdens for a long time. Let them go.

DEALING WITH FAILURE

Sometimes you have a setback. You may have acted on feelings or thoughts without self-control, or may have hurt someone else. You may have had a drink when you've quit drinking, or done something you promised someone else that you wouldn't do. Just like forgiveness is putting something in the past, you must deal with failure in the same way. It's happened and it's over now. Are you going to let it negatively affect how your future will be?

Taking responsibility and apologizing shows your remorse to others. What do you do for yourself? If you have a setback, you don't start at the beginning since you've already had experiences of healing and success. Resilience to failure means that you can stop dwelling on mistakes and move forward in a positive way.

**GROUP Exercise:**

GOAL: Make every day a fresh start.

You will need: Thick paper or construction paper, non-permanent markers, masking tape, envelopes for the paper.

1. Tape a piece of paper to everyone's back and give them each a marker.
2. Participants will then write or draw something positive on each person's piece of paper. They can write an encouragement or something they admire about the person.
3. This will happen all at once and everyone will be writing on everyone's back.

Note: These papers show all the support and people who care about them. This is a great reminder to have when they have a setback, and that they are always welcome.

INDIVIDUAL Exercise:

This week (or in the time before the next group meeting) try the group exercise at home or with your family. Explain that it is helpful to be reminded how much you matter and how much others are appreciated. This can be a way to express that. For kids, this might help them develop a better sense of self-esteem, and for adults and elders a reminder of their goodness and happiness.

Follow-up: You have to 'be okay' with other people's feelings. If you have a setback there may be feelings of disappointment. Don't let those feelings take you over or stop you from moving forward. Look at your papers from the group and your family. Many people care and can see a lot of good qualities in you. You can try again and be stronger for it.

OPTIMISM

Healing is a journey, and one that may not take your full focus every day. Things will come up to remind you of pain and hurt, but also the memory of how you dealt with it well.

Taking pride in yourself, your culture and your place in the world is an achievement. Knowing yourself, knowing how you can think, feel and act when confronted by strong emotions, and working to mend your past are immense undertakings. Celebrate your success, however small, and share your positivity with others.

**GROUP Exercise – (2-part exercise):**

GOAL: To celebrate your successes.

You will need: A place to meet.

1. Work with the participants to plan and fundraise for a celebration.
2. Include invitations or advertisement, location, time and date as part of the logistics.
3. Organize possible donations of food, drinks, and help to clean-up.

Note: Plan to have some time to talk about the group, its goals and its partners. Mention that although the group is about healing, you also do a lot fun activities. This celebration is part of the work that is done together.

INDIVIDUAL Exercise:

This week before the group meeting, think about things you are thankful for and reasons you are hopeful about the future. Invite those who have helped you in the past or are supporting you now to join in the group activity: a community celebration.

Follow-up: Each phase of life and life event that is significant and positive should be accompanied by a celebration. Recognize the importance of your contributions to your own healing, to others' healing journeys in the group, to your family and community at large.

“Everyone has the capacity to heal.”

CULTURAL ACTIVITIES

There are many activities that will take more resources, expertise, and support from the community. Often an on-the-land outing may be more appropriate.

Pauktuutit has a workshop model that can be used or adapted to suit your needs. It was developed with and for women, but can easily be adapted for men. It is available online at http://pauktuutit.ca/wp-content/blogs.dir/1/assets/On-the-Land-Workshop-Model_2011.pdf

The days are loosely structured to allow as much time for sharing and healing as possible. The workshop can be scheduled for as many days as are possible or appropriate.

Mornings

Mornings are opened with a welcome and/or prayer. This is the time dedicated to questions and discussions related to the specific topic. Please see below for a list of suggested questions to pose the group. The first day of the workshop will include some time for introductions. The last day will also have some paperwork to be completed for the final evaluations.

Afternoons

Discussions continue during the afternoon.

Evenings

Participants may want to continue discussions from earlier in the day, or have time to think about the topic. It is important to end the day on a positive note. Check in with the participants to see how they are feeling. Entertainment such as music or storytelling is a good way to end the day. Close the day with a thank-you or prayer. The time after dinner on the last day of the workshop will not occur since the workshop should end mid-afternoon to allow time to travel back to town.

The model was developed as a leadership module that can be used to support personal wellness and healing, as well as promoting leadership in preventing and reducing violence.

1. GROUP TEMPLATES

Rules at the Meeting

(Example from Kivalliq Counselling and Support Services)

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 group confidential, and I will 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 to 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 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 all cases the proper authorities will be notified and appropriate procedures followed.

Signature of Participant: _____

Date: _____

2. TRAINING

There may be many opportunities for training. Some may be for-profit training, others may charge a fee to cover training expenses but are delivered by a not-for-profit organization and other training may be provided for free.

The following list includes training by or for Inuit organizations:

- Ilisaqsivik in Clyde River, Nunavut, has adapted an Inuit counselling and mentorship model in association with Life Works Counselling. It is called “Our Life’s Journey”
<http://lifeworks.cc/services/programs>
Ilisaqsivik website: <http://ilisaqsivik.ca>
(867) 924-6565
- Embrace Life Council gives Applied Suicide Intervention Skills Training (ASIST) training:
<https://www.livingworks.net/programs/asist>
Embrace Life Council Website: <http://inuusiq.com>
(867) 975-3233
- Kivalliq Counselling and Support Services (KCSS) has adapted a model from Better Fathers, Inc., Return to Spirit, and a Basic Counselling Workshop through NYM Ministries: <http://www.nymministries.org>
Kivalliq Counselling and Support Services (KCSS) through the Pulaarvik Kablu Friendship Centre Website: <http://www.pulaarvik.ca>
(867) 645-4878
- Qajaq Network trains their counsellors with Pierre L’Heureux and Dr. Gilles Tremblay and their intervention model working with traditional men.
Qajaq Network: (819) 964-0770

There are also opportunities for training by non-Inuit organizations:

- Mental Health First Aid Training:
<http://www.mentalhealthfirstaid.ca/EN/Pages/default.aspx>
(866) 989-3985
- RespectED Violence and Abuse Training:
<http://www.redcross.ca/what-we-do/violence-bullying-and-abuse-prevention/courses/introduction-to-respected-violence-abuse-prevention>

3. FUNDING OPPORTUNITIES

There may be government funding available to you through federal, provincial and territorial departments. Please pay special attention to any deadlines and eligibility criteria.

The following links may have funding available for mental health, social development, violence, justice, suicide prevention and/or culture and wellbeing.

National

Public Health Agency of Canada

<http://www.phac-aspc.gc.ca/fo-fc/2programs-eng.php>

Canadian Heritage

<http://www.pch.gc.ca/eng/1268917737337/1268917925906>

Justice Canada

<http://www.justice.gc.ca/eng/fund-fina/index.html>

Aboriginal Affairs and Northern Development Canada

<https://www.aadnc-aandc.gc.ca/eng/1386699114943/1386699171938>

Public Safety

<http://www.publicsafety.gc.ca/cnt/cntrng-crm/crm-prvntn/fndng-prgrms/index-eng.aspx>

Regional (Provincial or Territorial)

Government of Nunavut

Economic Development and Transportation

<http://www.gov.nu.ca/edt/programs-funding>

Nunavut Department of Culture and Heritage

<http://www.ch.gov.nu.ca/en/GrantIntro.aspx>

Government of the Northwest Territories

http://www.gov.nt.ca/research/publications/pdfs/Grants_and_Contributions_Guide_2014.pdf

There is also the Canada Business Network that displays all the grants, contributions and financial assistance available by region:

<http://www.canadabusiness.ca/eng/page/2740>

4. CRISIS/VICTIM SERVICES CONTACTS

RCMP or the Police

INUVIALUIT REGION

Aklavik (867) 978-1111

Holman (867) 396-1111

Inuvik (867) 777-1111

Paulatuk (867) 580-1111

Sachs Harbour c/Inuvik
(867) 777-1111

Tuktoyaktuk
(867) 977-1111

Yellowknife
(867) 669-1111

NUNAVUT

Arctic Bay (Ikpiarjuk)
(867) 439-0123

Arviat (867) 857-0123

Baker Lake (Qamanittuaq)
(867) 793-0123

Cambridge Bay
(Ikaluktutiak)
(867) 983-0123

Cape Dorset (Kingait)
(867) 897-0123

Chesterfield Inlet
(Igluigaarjuk)
(867) 898-0123

Clyde River (Kangiqlugaapik)
(867) 924-0123

Coral Harbour (Salliq)
(867) 925-0123

Gjoa Haven (Ursuqtuq)
(867) 360-0123

Grise Fiord (Ajuittuuq)
(867) 980-0123

Hall Beach
(867) 928-0123

Igloodik (867) 934-0123

Iqaluit (867) 979-0123

Kimirut (867) 939-0123

Kugaaruk (Pelly Bay)
(867) 769-0123

Kugluktuk (867) 982-0123

Pangnirtung
(867) 473-0123

Pond Inlet
(867) 899-0123

Qikiqtarjuaq
(867) 927-0123

Rankin Inlet (Kangiqliniq)
(867) 645-0123

Repulse Bay (Naujaat)
(867) 462-0123

Resolute Bay
(867) 252-0123

Sanikiluaq
(867) 266-0123

Taloyoak (867) 561-0123

Whale Cove
(867) 896-0123

NUNAVIK

Kativik Regional
Police Force
1-800-964-2644 (toll-free)

NUNATSIAVUT

Happy Valley–Goose Bay
(709) 896-3383

Hopedale (709) 933-3820

Nain (709) 922-2862

Rigolet (709) 947-3400

Makkovik
(709) 923-2405 and
for Postville (Qipuqqaq)

North West River
(709) 497-8700

NATIONAL

911 in cities (including
cities in the south)

Community Justice Outreach Workers

Nunavut

Arctic Bay (Ikpiarjuk)
(867) 439-9918

Arviat (867) 857-2959

Baker Lake (Qamanittuaq)
(867) 793-2045

Cambridge Bay (Ikaluktutiak)
(867) 983-4182

Cape Dorset (Kingait)
(867) 897-3686

Chesterfield Inlet
(Igluigaarjuk)
(867) 898-9045

Clyde River
(Kangiqlugaapik)
(867) 924-6565

APPENDICES

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

Coral Harbour (Salliq)
(867) 925-8222

Gjoa Haven (Ursuqtuq)
(867) 360-6826

Grise Fiord (Ajuittuuq)
(867) 980-4099

Hall Beach
(Currently Vacant)

Iglolik (867) 934-4065

Iqaluit (867) 975-6362

Kimirut (867) 939-2001

Kugaaruk (Pelly Bay)
(867) 769-6281

Kugluktuk (867) 982-5633

Pangnirtung
(867) 473-8018

Pond Inlet (867) 899-8064

Qikiqtarjuaq
(867) 927-8089

Rankin Inlet (Kangiqliniq)
(867) 645-2039

Repulse Bay (Naujaat)
(867) 462-4007

Resolute Bay
(867) 252-3005

Sanikiluaq
(867) 266-7905

Taloyoak (Currently Vacant)

Whale Cove (Tikrarjuaq)
(867) 896-9961

Victim Services

INUVIALUIT

Inuvik (867) 777-5493

Yellowknife
(867) 920-2978

NUNAVUT

Iqaluit (867) 975-6308

Rankin Inlet
(867) 645-2600

NUNAVIK

CAVAC (Sapumijit) Centres
d'aide aux victimes d'actes
criminels (Crime Victims
Assistance Centres)

Nunavik Regional Board
of Health and Social
Service (819) 964-2222,
ext. 244

CALAC Centre d'aide
aux victimes d'agressi
on sexuelle de Montréal
(Montréal Sexual Assault
Centre) (514) 934-4504
open 24/7

NUNATSIAVUT

Happy Valley-Goose Bay
(709) 896-0446

Nain (709) 922-2360

St. John's (709) 729-0900

Crisis Lines

INUVIALUIT REGION

NWT Help Line
1-800-661-0844
(toll-free) and
(867) 920-2121
in Yellowknife
open 7 p.m. to
11 p.m. daily

Holman Help Line
(867) 396-3911

Inuvik (867) 777-3877

NUNAVUT

Nunavut Kamatsiaqtut
Help Line
1-800-265-3333
open 24/7 (Inuktitut
from 7pm – midnight)

Kugluktuk
Awareness Centre
(867) 982-4673

Rankin Inlet
(867) 645-3333
open Monday to Friday
7 p.m. to 10 p.m.

NUNAVIK

Nunavut Kamatsiaqtut
Help Line (formerly the
Baffin Crisis Line)
(867) 979-3333 (Iqaluit) and
1-800-265-3333
(toll-free from every
Nunavut and
Nunavik community)
open 7 p.m. to midnight,
7 nights a week)

Domestic violence hotline
(S.O.S. violence conjugale)
(514) 873-9010 in the
Montréal area or
1-800-363-9010 (toll-free
elsewhere in Québec) –
open 24/7

Tel-Jeunes (young person's
help line) 1-800-263-2266
open 24/7

APPENDICES

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

NUNATSIAVUT

Kirkina House (Rigolet)
(709) 947-3334

Libra House
(Happy Valley-Goose Bay)
1-877-896-3014
(toll-free) or
(709) 896-3014

Nain Safe House
1-866-922-1230 or
(709) 922-1229

NATIONAL

Kids Help Phone
1-800-668-6868

Mental Health Crisis Line
1-888-893-8333

Suicide and Crisis Hotline
1-800-448-3000

YWCA Crisis Line
1-866-223-7775

Women's Shelters and Transition Homes

INUVIALUIT REGION

Aimayunga Women and
Emergency Foster Care
Shelter (Tuktoyaktuk)
(867) 977-2000

Centre for Northern
Families (Yellowknife)
(867) 873-2566

Inuvik (867) 777-3877

NUNAVUT

Community Wellness
Centre (Cambridge Bay)
(867) 983-4670

Kataujaq Society Safe
Shelter (Rankin Inlet)
(867) 645-2214

YWCA Agvvik (Iqaluit)
(867) 979-4500

NUNAVIK

Kuujjuaq Tungasuvvik
(819) 964-0536

Nunavik Regional Board
of Health and Social
Services (819) 964-2222,
ext. 244

NUNATSIAVUT

Happy Valley-Goose Bay
Libra House
(709) 896-3014

Kirkina House (Rigolet)
(709) 947-3334

Nain Safe House
(709) 922-1229

Selma Onalik Shelter
(Hopedale) (709) 933-3420

Other Contacts

NUNAVUT

Law Line
1-800-873-3130 (toll-free)
open every Tuesday and
Thursday evening, from
6 p.m. to 8:30 p.m.

NUNATSIAVUT

Law Line
(709) 896-5323
(Labrador) or
(709) 896-5051
(elsewhere)

INUVIALUIT REGION

Community Counsellors
Inuvik Community
Counselling
(867) 777-4360

Inuvik Wellness Worker
(867) 777-4400

Tuktoyaktuk Wellness
Worker 867-977-2096
Tuktoyaktuk Counsellor
(867) 977-2140

Paulatuk Counsellor
(867) 580-3147

Ulukhaktok Counsellor
(867) 396-3024

Aklavik Counsellor
(867) 978-2941

Urban Centres

EDMONTON, ALBERTA

Distress Line 780-482-4357

Family Violence
Information Line (24/7)
310-1818
(no area code needed)

Child Abuse Hotline
1-800-387-5437

Mental Health Crisis Line
(24/7) 1-877-303-2642

APPENDICES

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

Edmonton Women's Shelter
Crisis Line (24/7)
(780) 479-0058

Sexual Assault Centre of
Edmonton Crisis Line (24/7)
(780) 423-4121

WINNIPEG, MANITOBA

Crisis Line
1-888-322-3019

Manitoba Suicide Line
1-877-435-7170

Winnipeg Mobile Crisis
Service (204) 940-1781

Manitoba Women's Shelter
Crisis Line
1-877-997-0007

OTTAWA, ONTARIO

Distress Line (24/7)
(613) 238-3311

Mental Health Crisis Line
(24/7) 1-866-531-2600

Youth Services Bureau
Crisis Line (24/7)
1-877-377-7775

Mental Health Mobile
Crisis Team (24/7)
1-866-996-0991

Ottawa Rape Crisis Centre
(24/7) (613) 562-2333

Women's Crisis Line
(613) 745-4818

Ontario Assaulted
Women's Hotline
1-866-863-0511

MONTREAL, QUEBEC

Quebec National Crisis Line
(24/7)
1-866-277-3553

Crisis Line (Montreal North)
Association Iris
(514) 388-9233

Crisis Line (Montreal East)
Entremise
(514) 351-9592

Crisis Line (Montreal
Centre/East) Le Transit
(514) 282-7753

Crisis Line (Montreal West
Island) West Island Crisis
Centre (514) 684-6160

ST. JOHN'S, NEWFOUNDLAND AND LABRADOR

Mental Health Crisis Line
(24/7) 1-888-737-4668

Sexual Assault Crisis Line
1-800-726-2743

Parents Help Line
1-888-603-910

Family Violence Program
(709) 777-5074
